

## **House Committee on Labor and Industrial Relations**

Minutes of Meeting  
2023 Regular Session  
May 18, 2023

### **I. CALL TO ORDER**

Representative Barbara W. Carpenter, chairman of the House Committee on Labor and Industrial Relations, called the meeting to order at 9:39 a.m. in Room 5, in the state capitol in Baton Rouge, Louisiana.

### **II. ROLL CALL**

#### **MEMBERS PRESENT:**

Representative Barbara W. Carpenter, chairman  
Representative Beryl A. Amedée  
Representative Mack Marcel Cormier  
Representative Kenny R. Cox  
Representative Raymond J. Crews  
Representative Michael Charles Echols  
Representative Lawrence "Larry" Frieman  
Representative Valarie Hodges  
Representative Dodie Horton  
Representative Ed Larvadain, III  
Representative Robert "Bob" Owen  
Representative Tammy T. Phelps  
Representative Neil Riser, vice chairman  
Representative Laurie Schlegel

#### **MEMBERS ABSENT:**

None

#### **STAFF MEMBERS PRESENT:**

Jurissa McGuire, attorney  
Felicie M. Jackson, executive assistant

**ADDITIONAL ATTENDEES PRESENT:**

Nevonda Reed Dobard, division director  
Faye Talbot, sergeant at arms  
Randall Ike, committee clerk

**III. DISCUSSION OF LEGISLATION****Senate Bill No. 200 by Senator Duplessis**

Senator Duplessis presented Senate Bill No. 200, which provides that retaliation against an employee for an absence from work due to genetic testing or a medically necessary cancer screening shall be an unlawful employment practice.

Representative Carpenter offered amendments to make technical changes. Representative Carpenter offered a motion to adopt the proposed amendments. Without objection, the amendments were adopted by a vote of 10 yeas and 0 nays. Representatives Carpenter, Cormier, Cox, Crews, Echols, Frieman, Horton, Larvadain, Riser, and Schlegel voted yea.

Chad Landry, Cancer Advocacy Group of La (CAGLA), 126 Brookenbrough Ct, Metairie, LA 70005, (504) 508-8900, spoke in support of Senate Bill No. 200.

Mary Maluccio, CAGLA, 3621 Lake Dr, Metairie, LA 70002, (646) 267-1674, spoke in support of Senate Bill No. 200.

Representative Cox offered a motion to report Senate Bill No. 200 with amendments. Without objection, Senate Bill No. 200 was reported with amendments by a vote of 9 yeas and 0 nays. Representatives Carpenter, Cormier, Cox, Crews, Echols, Frieman, Larvadain, Riser, and Schlegel voted yea.

Witness cards submitted by individuals are as follows: 39 in support.

**House Bill No. 283 by Representative LaFleur**

Representative LaFleur presented House Bill No. 283, which provides relative to employment practices related to wage history, wage disclosure, and retaliation.

Ava Dejoie Cates, Louisiana Workforce Commission, 1001 N 23<sup>rd</sup> St, Baton Rouge, LA 70806, (225) 342-3001, spoke for information only on House Bill No. 283.

Julie S. Harris, Legislative Agenda for Women, 1208 Pine St, New Orleans, LA 70118, no phone number provided, [julieschwan@gmail.com](mailto:julieschwan@gmail.com) spoke in support of House Bill No. 283.

Adrian Jones, Junior League of Baton Rouge TSE, 2141 Broussard St, Baton Rouge, LA 70808, (225) 719-7179, spoke in support of House Bill No. 283.

Amanda Vaughn, 3613 Lake Catherine Dr, Harvey, LA 70058, (504) 813-9355, spoke in support of House Bill No. 283.

Jim Patterson, Louisiana Association of Business & Industry (LABI), 500 Main St, Baton Rouge, LA 70802, (225) 928-5388, spoke in opposition to House Bill No. 283.

Representative Larvadain offered a motion to report House Bill No. 283 favorably, to which Representative Horton objected. The executive assistant called the roll, and the motion failed to pass by a vote of 5 yeas and 9 nays. Representatives Carpenter, Cormier, Cox, Larvadain, and Phelps voted yea. Representatives Amedée, Crews, Echols, Frieman, Hodges, Horton, Robert Owen, Riser, and Schlegel voted nay.

Witness cards submitted by individuals are as follows: 87 in support, 5 in opposition, and 1 for information only.

Statements submitted in lieu of appearing before the committee are as follows: 55 in support. Copies of these statements are included in the committee records electronically.

### **House Bill No. 313 by Representative Larvadain**

Representative Carpenter offered a motion to voluntarily defer action on House Bill No. 313, which provides relative to workplace violence in certain commercial settings. Without objection, action on House Bill No. 313 was voluntarily deferred by a vote of 14 yeas and 0 nays. Representatives Carpenter, Amedée, Cormier, Cox, Crews, Echols, Frieman, Hodges, Horton, Larvadain, Robert Owen, Phelps, Riser, and Schlegel voted yea.

### **House Bill No. 456 by Representative Crews**

Representative Carpenter offered a motion to voluntarily defer action on House Bill No. 456, which provides relative to the duration of unemployment compensation benefits and creates the job and reemployment act. Without objection, action on House Bill No. 456 was voluntarily deferred by a vote of 14 yeas and 0 nays. Representatives Carpenter, Amedée, Cormier, Cox, Crews, Echols, Frieman, Hodges, Horton, Larvadain, Robert Owen, Phelps, Riser, and Schlegel voted yea.

**House Bill No. 596 by Representative Freeman**

On behalf of Representative Freeman, Representative Larvadain presented House Bill No. 596, which creates the Louisiana Family and Medical Leave Benefits Act.

Representative Carpenter offered amendments to make technical changes. Representative Carpenter offered a motion to adopt the proposed amendments. Without objection, the amendments were adopted by a vote of 14 yeas and 0 nays. Representatives Carpenter, Amedée, Cormier, Cox, Crews, Echols, Frieman, Hodges, Horton, Larvadain, Robert Owen, Phelps, Riser, and Schlegel voted yea.

Paul Correia, Milliman, 121 Middle St, Ste 401, Portland, ME 04101, (207) 409-4250, spoke for information only on House Bill No. 596.

Michael Vorgetts, Wildfire Partners, 9901 Whitethorn Dr, Charlotte, NC 28277, (445) 822-1355, spoke for information only House Bill No. 596.

Morgan LaMandre, Sexual Trauma Awareness and Response, 5615 Corporate Blvd, Ste 200, Baton Rouge, LA 70808, (225) 615-7093, spoke in support of House Bill No. 596.

Maggie Pullen, Agar Consulting, 3521 Iberville St, New Orleans, LA 70119, (504) 722-1879, spoke in support of House Bill No. 596.

Robin Krumholt, Injured Workers, 6513 Perkins Rd, Baton Rouge, LA 70808, (225) 454-3168, spoke in support of House Bill No. 596.

Feroza Freeland, A Better Balance, 2301 21<sup>st</sup> Ave South, Ste 355, Nashville, TN 37212, (901) 336-8883, spoke in support of House Bill No. 596.

Andrew Muhl, AARP, 301 Main St, Ste 1012, Baton Rouge, LA 70802, (866) 448-3620, spoke in support of House Bill No. 596.

Megan Garretson, Young Scholars Academy, 16013 Firewood Dr, Baton Rouge, LA 70816, (225) 505-9218, spoke in support of House Bill No. 596.

Courtney Rogers, Agenda for Children, 8300 Earhart Blvd, New Orleans, LA 70118, (504) 446-8346, spoke in support of House Bill No. 596.

Stacey Roussel, Louisiana Budget Project, 619 Jefferson Hwy, Baton Rouge, LA 70806, (813) 727-2360, spoke in support of House Bill No. 596.

Representative Cox offered a motion to report House Bill No. 596 with amendments. After further discussion, Representative Cox withdrew his motion. No vote was taken.

Representative Larvadain offered a motion to involuntarily defer action on House Bill No. 596. Without objection, action on House Bill No. 596 was involuntarily deferred by a vote of 9 yeas and 0 nays. Representatives Carpenter, Amedée, Cormier, Crews, Frieman, Larvadain, Robert Owen, Riser, and Schlegel voted yea.

Witness cards submitted by individuals who did not speak are as follows: 45 in support and 6 in opposition.

Statements submitted in lieu of appearing before the committee are as follows: 104 in support. Copies of these statements are included in the committee records electronically.

### **House Bill No. 351 by Representative Landry**

Representative Landry presented House Bill No. 351, which provides relative to a recommendation of medical marijuana in employment.

Louisiana State Representative Joe Marino, District No. 85, 200 Amelia St, Gretna, LA 70053, (504) 361-6013, spoke in support of House Bill No. 351.

Representative Cox offered amendments to:

1. Make title and technical changes.
2. Remove the workers' compensation provisions from proposed law.

Representative Cox offered a motion to adopt the proposed amendments. Without objection, the amendments were adopted by a vote of 9 yeas and 0 nays. Representatives Carpenter, Amedée, Cormier, Cox, Crews, Echols, Frieman, Larvadain, and Schlegel voted yea.

Wayne Fontana, LAB and the Louisiana Association of Self Insured Employers, 1555 Poydras St, Ste 1700, New Orleans, LA 70112, spoke in opposition to House Bill No. 351.

Representative Cormier offered a motion to report House Bill No. 351 with amendments, to which Representative Crews objected. The executive assistant called the roll, and House Bill No. 351 was reported with amendments by a vote of 6 yeas and 5 nays. Representatives Carpenter, Cormier, Cox, Larvadain, Riser, and Schlegel voted yea. Representatives Amedée, Crews, Echols, Frieman, and Hodges voted nay.

Witness cards submitted by individuals who did not speak are as follows: 8 in support and 7 in opposition.

Statements submitted in lieu of appearing before the committee are as follows: 1 in opposition. Copies of these statements are included in the committee records.

#### **IV. OTHER BUSINESS**

There was no other business.

#### **V. ANNOUNCEMENTS**

There were no announcements.

#### **VI. ADJOURNMENT**

Representative Larvadain offered a motion to adjourn. Without objection, the motion passed by a vote of 11 yeas and 0 nays. Representatives Carpenter, Amedee, Cormier, Cox, Crews, Echols, Frieman, Hodges, Larvadain, Riser, and Schlegel voted yea.

The meeting was adjourned at 12:54 p.m.

Respectfully submitted,

Chairman Barbara W. Carpenter  
House Committee on Labor and Industrial Relations

Date adopted: