

OFFICE OF FISCAL ANALYSIS

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SB-353

AN ACT CONCERNING REASONABLE ACCOMMODATIONS IN
THE WORKPLACE FOR CONDITIONS RELATED TO MENOPAUSE.

OFA Fiscal Note

State Impact:

| Agency Affected | Fund-Effect | FY 27 \$ | FY 28 \$ |
|---------------------------------------|--------------------------------|----------|----------|
| Human Rights & Opportunities, Com. | GF - Potential Cost | Minimal | Minimal |
| Human Rights & Opportunities, Com. | GF - Potential Revenue Gain | Minimal | Minimal |

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill prohibits menopause-related employment discrimination, resulting in a potential minimal cost¹ and minimal potential revenue gain to the Commission on Human Rights and Opportunities (CHRO) beginning in FY 27. The bill: (1) expands the definition of a "discriminatory practice" under the CHRO laws to include failure to provide reasonable accommodation for menopause-related conditions, (2) requires employers to notify employees of their rights to reasonable accommodation and to be free from menopause-related discrimination, and (3) requires CHRO in concert with stakeholders to develop a model workplace policy and educational materials concerning menopause.

The exact cost and revenue gain will depend on the number of additional CHRO proceedings brought and fines imposed in response

¹ This cost is associated with additional staff time, materials, and resources required to facilitate additional proceedings.

to this section. These impacts are expected to be minimal.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to the number of CHRO proceedings and fines imposed.