



2009 ASSEMBLY BILL 945

April 9, 2010 – Introduced by Representative SINICKI. Referred to Committee on Labor.

1 **AN ACT** *to create* 111.40 of the statutes; **relating to:** prohibiting any limitation
2 on the rights, remedies, or procedures that are provided to an individual or class
3 of individuals under the law prohibiting discrimination in employment.

Analysis by the Legislative Reference Bureau

Current law prohibits discrimination in employment because of age, race, creed, color, disability, marital status, sex, national origin, ancestry, arrest or conviction record, military service, or use or nonuse of lawful products off the employer's premises during nonworking hours (fair employment law).

This bill prohibits the rights, remedies, or procedures provided to an individual or a class of individuals under the fair employment law as of the day before the effective date of the bill from being limited. If on or after the effective date of this bill the scope of the individuals or classes of individuals who are provided with any rights, remedies, or procedures under the fair employment law is expanded, those individuals or classes of individuals shall be provided with the same rights, remedies, and procedures that are provided to the individuals or classes of individuals who are covered under that law as of the day before the effective date of that expansion. If on or after the effective date of this bill the rights, remedies, or procedures that are provided to an individual or class of individuals under the fair

