



# HOUSE BILL 169: Restore State Claim for Wrongful Discharge.

2015-2016 General Assembly

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<b>Committee:</b>		<b>Date:</b>	August 5, 2016
<b>Introduced by:</b>		<b>Prepared by:</b>	Kara McCraw Staff Attorney
<b>Analysis of:</b>	S.L. 2016-99		

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**OVERVIEW:** *S.L. 2016-99 repeals, effective March 23, 2016, the prohibition on construing the Equal Employment Practices Act (EEPA) to create or support a statutory or common law private right of action, and prohibiting bringing a civil action based upon the public policy expressed in the EEPA. The act also creates a one year statute of limitations on claims of wrongful discharge in violation of the public policy in the EEPA.*

*Except as otherwise provided, this act became effective July 18, 2016.*

**CURRENT LAW AND BILL ANALYSIS:** The Equal Employment Practices Act (EEPA) establishes the public policy of the State to protect rights in employment without discrimination on account of race, religion, color, national origin, age, biological sex or handicap by employers which regularly employ 15 or more employees.

S.L. 2016-99 repealed, effective March 23, 2016, the provision previously included in the EEPA that prohibited construing that Act to create or support a statutory or common law private right of action, and prohibited bringing a civil action based upon the public policy expressed in the EEPA.

S.L. 2016-99 also creates a one year statute of limitations on claims of wrongful discharge in violation of the public policy in the EEPA.

**EFFECTIVE DATE:** Except as otherwise provided, S.L. 2016-99 became effective July 18, 2016.

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Director



Legislative Analysis  
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