



CUT AND PASTE POST JUNE 2023 Legislative Wrap Up

Here's the final (pending a few "hanger oners") and, hopefully, complete* list of HR-related laws passed by the 2023 Montana Legislature, along with their effective dates (so you know how to plan your time!) This list is in general categories so you can pick the legislation most relevant to your industry/organization. As always, if the links don't work, go to [this site](#) and enter the bill number:

Bill #	Short Title	Effective Date
Drugs/Alcohol		
HB128	Generally revise marijuana laws	Some sections effective upon passage & approval; the remainder effective 7/1/2023
SB13	Revise DUI laws related to admissible tests for presence of drugs	Upon passage & approval
SB21	Revise laws related to alcohol fingerprint requirements	Upon passage & approval
SB67	Generally revise scheduling of dangerous drugs	10/1/2023
Independent Contractors		
HB490	Generally revise laws relating to independent contractor tax evasion and fraud	Upon passage & approval
SB22	Generally revise independent contractor laws	10/1/2023
Insurance		
HB263	Revise insurance coverage for prescription eye drop refills	1/1/2024
HB612	Revise insurance requirements for diabetes self-management	1/1/2024
HB665	Revise laws related to insurance coverage of breast examinations	10/1/2023
SB380	Generally revise healthcare insurance laws	Upon passage and approval
Labor Management/Labor Laws		
HB590	Revise labor laws relating to violence against healthcare workers	10/1/2023. Reporting requirements sunset 6/30/25.
HB691	Generally revise department of labor laws	10/1/2023
SB270	Prohibit employee termination for legal social media posts Note: The amends the MT Wrongful Discharge Act. This one's important for all non-union shops to understand!	10/1/2023
SB451	Revise healthcare contract laws to prohibit certain restrictions	Upon passage and approval

* The goal was to be thorough with this tracking, but please do your own due diligence: 1698 bills were introduced during this session, so I could have missed a few important to you!

New Law (continued)

<u>Bill #</u>	<u>Short Title</u>	<u>Effective Date</u>
Motor Vehicles		
HB27	Providing notice of nonstandard penalties for certain traffic violations	10/1/2023
SB47	Revise commercial driver's license laws to comply with federal requirements	10/1/2023
Occupational Licensing		
HB101	Revise licensing reciprocity for behavioral health care licensees	10/1/2023
HB154	Remove licensure requirement for medication aides	10/1/2023
HB499	Revise laws relating to social worker pertaining to work experience	10/1/2023
HB610	Allow ECP's to provide patient care in a health care facility	Upon passage and approval
HB710	Revise pharmacist laws relating to immunization	Upon passage and approval
SB300	Revise speech pathologist and audiologist licensing laws	1/1/2024
SB425	Revise addiction counselor licensing laws	Upon passage and approval
SB454	Generally revise laws pertaining to private security	10/1/2023
Privacy		
HB397	Allow DOJ to share SSNs with DOR in certain situations	Upon passage and approval
SB384	Generally revise consumer privacy laws	10/1/2024
Public Employees		
HB117	Generally revise working retiree laws under TRS	7/1/2023 (Sections 4 and 6 expire 6/30/2027)
HB412	Generally revise code of ethics for public officials and government employees	10/1/2023
SB77	Revising allowed local government employer benefits	10/1/2023
SB294	Establish end of Watch Trust	7/1/2013. Retro payments made for 5 years from July 1, 2023.
Unemployment Insurance		
HB142	Revise laws related to unemployment insurance theft and penalties	10/1/2023
HB652	Revise unemployment insurance law relating to benefit duration	7/1/2023 Bill Applies to claims filed on/after 7/1/2023
Workers' Comp		
HB178	Revise workers' compensation laws relating to social or recreational activity	Upon passage and approval
HB427	Revise military affairs laws regarding worker's compensation	10/1/2023
HB636	Revise workers' compensation laws relating to exemptions from the act	10/1/2023
SB310	Revise presumptive occupational disease laws	10/1/2023

New Law (continued)

Workforce Training and Expansion		
HB41	Revise laws to expand incumbent worker training eligibility and awards	10/1/2023
HB245	Revise tax credit for trades education and training	Upon passage and approval; Retroactive to 12/30/22
HB346	Revise the tribal computer programming scholarship program	Upon passage and approval
HB601	Revise annual job growth incentive tax credit	Upon passage and approval
SB444	Generally revise labor laws related to work-based learning	7/1/2023

- Bills Still in the Process (aka 'hanger oners')***

The following bills have passed both houses and are waiting for the signature of the Speaker of the House and/or the Senate President and/or the Governor. These bills may or may not become law.

Bill #	Sponsor	Short Title	Status
HB819	Paul Green	Create Montana community reinvestment act to fund workforce housing	Signed by Speaker 5/11. Waiting for signature of President and the Governor.
SB351	Daniel Zolnikov	Generally revise privacy laws related to biometric data.	To Governor 5/30/23.
SB397	Kenneth Bogner	Generally revise laws related to privacy and facial recognition technology	Returned from enrolling 4/27. Needs signed by President and Speaker and sent to Governor.

* *Once a bill lands on the Governor's desk, he has four options: sign the bill into law, recommend amendments to the bill, veto the bill, or take no action. If the Governor takes no action, the bill becomes law after 10 days. The Governor may return a bill to the Legislature with suggested amendments.

- Died in the Process since 5/1/23**

Bill #	Sponsor	Short Title
HB693	Bill Mercer	Clarify disclosure of public information that may be involved in litigation
SB369	Jeremy Trebas	Provide worker's comp coverage of injury caused by employer-mandated vaccine
HJ38	Jennifer Carlson	Interim study of behavioral health conditions among health care professionals.
SJ29	Mark Noland	Interim study on workforce housing.