

HB 2921 A STAFF MEASURE SUMMARY

Carrier: Sen. Jama

Senate Committee On Labor and Business

Action Date: 05/04/23

Action: Do pass the A-Eng bill.

Vote: 3-0-1-1

Yeas: 3 - Jama, Patterson, Taylor

Exc: 1 - Hansell

Abs: 1 - Bonham

Fiscal: Has minimal fiscal impact

Revenue: No revenue impact

Prepared By: Whitney Perez, LPRO Analyst

Meeting Dates: 5/2, 5/4

WHAT THE MEASURE DOES:

Requires hospitals to file report required by United States Equal Employment Opportunity Commission (EEOC) or United States Department of Education showing demographics of hospitals' workforces by race, ethnicity, sex, and job categories, with Bureau of Labor and Industries (BOLI) 90 days after hospital submits report to EEOC. Requires BOLI to post reports on website. Civil penalties for noncompliance are established at \$500 for each day of noncompliance.

ISSUES DISCUSSED:

- Measure intended to provide greater transparency of diversity of hospital workforce
- Measure applies to hospitals with employees with 100 or more employees
- Report does not contain personal information of employees
- Employees are not required to provide gender, race, and ethnicity information
- Current demographics of hospital workforce

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

The U.S. Equal Employment Opportunity Commission (EEOC) collects workforce data from employers with more than 100 employees (lower thresholds apply to federal contractors). Employers meeting the reporting thresholds have a legal obligation to provide the data. EEOC collects data about gender and race/ethnicity by some type of job grouping that is used for a variety of purposes including enforcement, self-assessment by employers, and research. This information is shared with other authorized federal agencies in order to avoid duplicate collection of data and reduce the burden placed on employers. Although the data is confidential, aggregated data is available to the public.

House Bill 2921 A requires hospitals to file the report that is required by the EEOC or the United States Department of Education showing demographics of hospitals' workforces by race, ethnicity, sex, and job categories, with the Bureau of Labor and Industries (BOLI) 90 days after hospital submits report to EEOC. BOLI must post the reports on its website.