

HB 2921 -2 STAFF MEASURE SUMMARY

House Committee On Business and Labor

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Meeting Dates: 3/20, 3/27, 3/29

WHAT THE MEASURE DOES:

Requires hospitals to file report required by United States Equal Employment Opportunity Commission or United States Department of Education showing demographics of hospitals' workforces by race, ethnicity, sex, and job categories, with Commissioner of the Bureau of Labor and Industries (BOLI). Requires BOLI to post on website. Hospital must file report no later than June 30 each year. Prescribes civil penalties for noncompliance: \$1,000 per day for first 30 days of noncompliance; \$5,000 per day for 31st day through 89th day of noncompliance; and \$10,000 per day for each day of noncompliance beginning on 90th day of noncompliance.

ISSUES DISCUSSED:

- Diversity and transparency in health care workforce
- Existing requirement to submit report to United States Equal Employment Opportunity Commission
- Health care workforce representing the population that is served
- Hiring practices for hospitals
- Information reported by licensed health professions to Oregon Health Authority
- Other states that have similar requirement
- Amendment

EFFECT OF AMENDMENT:

-2 Adopted: 3-27-2021. Permits hospital to submit report to BOLI 90 days after a hospital submits to EEOC. Permits extension of deadline for filing reports. Provide BOLI rulemaking authority to determine process for submitting report and extending deadline. Changes fees to \$500 for each day of noncompliance.

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 collect data about gender and race/ethnicity by some type of job grouping and 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 requires hospitals to file report that is required by the EEOC or United States Department of Education showing demographics of hospitals' workforces by race, ethnicity, sex, and job categories, with Commissioner of the Bureau of Labor and Industries (BOLI) for posting to its website.