

**HB 2921 A STAFF MEASURE SUMMARY**

Carrier: Rep. Nelson

**House Committee On Business and Labor****Action Date:** 03/29/23**Action:** Do pass with amendments. (Printed A-Eng.)**Vote:** 6-5-0-0**Yeas:** 6 - Grayber, Holvey, Hudson, Nelson, Nosse, Sosa**Nays:** 5 - Boshart Davis, Elmer, Osborne, Owens, Scharf**Fiscal:** Has minimal fiscal impact**Revenue:** No revenue impact**Prepared By:** Erin Seiler, LPRO Analyst**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 (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:**

- 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:**

Permits hospital to submit report to Bureau of Labor and Industries (BOLI) 90 days after a hospital submits reports to Equal Employment Opportunity Commission (EEOC). Permits extension of deadline for filing reports. Provides BOLI rulemaking authority to determine process for submitting report and extending reporting deadline. Changes civil penalties for noncompliance 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 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 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 the Bureau of Labor and Industries (BOLI) 90 days after hospital submits report to EEOC. The agency must post the reports on its website.