

House Bill 2921

Sponsored by Representatives NELSON, BYNUM; Representative PHAM K, Senators CAMPOS, FREDERICK, JAMA, MEEK (Presession filed.)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Requires hospitals to file certain reports showing demographics of hospitals' workforces with Commissioner of the Bureau of Labor and Industries for posting to Bureau of Labor and Industries' website.

Prescribes civil penalties for noncompliance.

A BILL FOR AN ACT

1
2 Relating to hospital workforces.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1. (1) As used in this section:**

5 (a) **"Hospital"** has the meaning given that term in ORS 442.015.

6 (b) **"Report"** means any report or survey showing the demographics of an employer's
7 workforce by race, ethnicity, sex and job categories, that is required by:

8 (A) **The United States Equal Employment Opportunity Commission in accordance with**
9 **42 U.S.C. 2000e-8(c); or**

10 (B) **The United States Department of Education in accordance with 20 U.S.C. 1094.**

11 (2) **No later than June 30 of each year, a hospital shall file the hospital's report with the**
12 **Commissioner of the Bureau of Labor and Industries in the manner prescribed by the com-**
13 **missioner.**

14 (3) **The commissioner shall post the reports submitted under subsection (2) of this sec-**
15 **tion to the website of the Bureau of Labor and Industries.**

16 (4) **The Oregon Health Authority shall annually provide to the commissioner a list of all**
17 **hospitals required to file a report.**

18 (5) **If the commissioner determines that a hospital has failed to file a report as required**
19 **by this section, the commissioner may assess a civil penalty in an amount prescribed by**
20 **section 2 of this 2023 Act.**

21 **SECTION 2. (1) Civil penalties under section 1 of this 2023 Act shall be imposed in ac-**
22 **cordance with ORS 183.745 and may not exceed:**

23 (a) **\$1,000 per day for the first 30 days of noncompliance;**

24 (b) **\$5,000 per day for the 31st day of noncompliance through the 89th day of noncompli-**
25 **ance; and**

26 (c) **\$10,000 per day for each day of noncompliance beginning on the 90th day of noncom-**
27 **pliance.**

28 (2) **All sums collected as civil penalties under this section must first be applied toward**
29 **reimbursement of the costs incurred in determining the violations, conducting hearings and**
30 **assessing and collecting the penalty. The remainder, if any, shall be paid over by the Com-**

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 **missioner of the Bureau of Labor and Industries to the Department of State Lands for the**
2 **benefit of the Common School Fund. The department shall issue a receipt for the moneys to**
3 **the commissioner.**

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