

FISCAL NOTE

April 29, 2024

Bill No:	HB 2104	Printer's No:	3020	Sponsor:	Madden
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COST / (SAVINGS)

Fund (s)	2023-24	2024-25
General Fund – Human Relations Commission	\$0	\$181,656

SUMMARY: This bill amends the Pennsylvania Human Relations Act further providing for powers and duties of the commission; providing for policies and procedures; and establishing the Human Relations Training Fund.

ANALYSIS: HB 2104 requires employers to adopt written policies and procedures for preventing harassment, discrimination and retaliation against employees. Employers shall make records of such policies and procedures available to the Pennsylvania Human Relations Commission (PHRC) upon request.

PHRC shall develop and post standard policies and procedures that may be used by employers to satisfy requirements. The commission shall also publish changes to federal or state law which would impact the standard policies and procedures on its website and in the *Pennsylvania Bulletin*. PHRC shall also establish an electronic notification system for such changes.

This bill also creates the Human Relations Training Fund. PHRC may issue citations for violations of this section stemming from complaints. Fines shall range from \$500 to \$5,000 dependent on the number of previous violations and shall be deposited into the fund. Money in the fund shall be appropriated to PHRC on a continuing basis for training, education and outreach.

The act shall take effect in 120 days.

FISCAL IMPACT: PHRC would require two additional Human Relations Representatives to accommodate and investigate increased complaint volume from new employer requirements. The established fund may not support personnel expenses, only training, education and outreach.

Human Relations Representative 1				
Salary Amount	Benefit Amount	Cost Per Position	Number of Positions	Total
\$51,573	\$39,255	\$90,828	2	\$181,656