

Fiscal Note

State of Alaska
2023 Legislative Session

Bill Version: HB 13
Fiscal Note Number: _____
() Publish Date: _____

Identifier: HB013-GOV-HRC-1-27-23
Title: APPLICABILITY OF HUMAN RIGHTS
COMMISSION
Sponsor: JOSEPHSON
Requester: (H) LABOR & COMMERCE

Department: Office of the Governor
Appropriation: Commissions/Special Offices
Allocation: Human Rights Commission
OMB Component Number: 1

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2024 Appropriation Requested	Included in Governor's FY2024 Request	Out-Year Cost Estimates				
OPERATING EXPENDITURES	FY 2024	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029
Personal Services							
Travel							
Services							
Commodities							
Capital Outlay							
Grants & Benefits							
Miscellaneous							
Total Operating	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Fund Source (Operating Only)

None							
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Positions

Full-time							
Part-time							
Temporary							

Change in Revenues

None							
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Estimated SUPPLEMENTAL (FY2023) cost: 0.0 (separate supplemental appropriation required)

Estimated CAPITAL (FY2024) cost: 0.0 (separate capital appropriation required)

Does the bill create or modify a new fund or account? No
(Supplemental/Capital/New Fund - discuss reasons and fund source(s) in analysis section)

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? No
If yes, by what date are the regulations to be adopted, amended or repealed?

Why this fiscal note differs from previous version/comments:

Initial version.

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Division:	Alaska State Commission for Human Rights	Date:	01/27/2023 01:00 PM
Approved By:	Cheri Lowenstein, Administrative Director	Date:	01/27/23
Agency:	Office of the Governor		

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2023 LEGISLATIVE SESSION

BILL NO. HB 13

Analysis

The bill amends the definition of “employer” for purposes of employment discrimination claims to include non-profit corporations while maintaining exemptions for non-profit entities that are exclusively social, fraternal, and religious. The bill fills a jurisdictional gap where non-profit employers with less than 15 employees outside of Anchorage can effectively discriminate against employees with impunity.

The bill will allow the Alaska State Commission for Human Rights ("ASCHR") to accept claims filed by harmed employees against non-profit corporations, who may be required to make the complainant financially “whole” through an award of back-pay, adopt a non-discrimination policy, and conduct workplace non-discrimination training such as sexual harassment training, disability accommodation training, racial discrimination training, etc.

The bill maintains First Amendment protections for exclusively religious institutions. For example, a church could still lawfully refuse to hire a young, pregnant, unmarried, woman if her status as young and/or pregnant and/or unmarried and/or a woman did not comport with the church’s tenets.

The bill does not change any current program at ASCHR but will increase the work related to the federal workshare agreement with the U.S Equal Employment Opportunity Commission. Because the additional work cannot be estimated with any certainty and the Commission has some excess federal receipt authority, the Commission is submitting a zero fiscal note.

The Commission has the capacity to accept the slight increase in cases anticipated by the bill and therefore submits a zero fiscal note.