

Fiscal Note

State of Alaska
2025 Legislative Session

Bill Version:	CSHB 23(L&C)
Fiscal Note Number:	1
(H) Publish Date:	2/28/2025

Identifier: HB023-OOG-HRC-2-14-25
 Title: APPLICABILITY OF HUMAN RIGHTS
 COMMISSION
 Sponsor: JOSEPHSON
 Requester: (H) L&C

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)

	FY2026 Appropriation Requested	Included in Governor's FY2026 Request	Out-Year Cost Estimates				
			FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
OPERATING EXPENDITURES	FY 2026	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031
Personal Services	32.0		32.0	32.0	32.0	32.0	32.0
Travel							
Services							
Commodities							
Capital Outlay							
Grants & Benefits							
Miscellaneous							
Total Operating	32.0	0.0	32.0	32.0	32.0	32.0	32.0

Fund Source (Operating Only)

1002 Fed Rcpts (Fed)	32.0		32.0	32.0	32.0	32.0	32.0
Total	32.0	0.0	32.0	32.0	32.0	32.0	32.0

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 (FY2025) cost: 0.0 *(separate supplemental appropriation required)*

Estimated CAPITAL (FY2026) 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 If yes, by what date are the regulations to be adopted, amended or repealed? N/A

Why this fiscal note differs from previous version/comments:

Not applicable, initial version.

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Division:	Alaska State Commission for Human Rights	Date:	02/14/2025 01:00 PM
Approved By:	Cheri Lowenstein, Administrative Director	Date:	02/14/25
Agency:	Office of the Governor		

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2025 LEGISLATIVE SESSION**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.

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. The agreement currently provides \$800 for each case that is co-jurisdictional and is closed by ASCHR. The commission estimate that ASCHR could see around 40 additional cases per year that would bring in federal funding, but this is subject to change from year to year. ASCHR currently has the capacity to investigate these cases due to efficiencies implemented over the last three years, but it will need additional federal receipt authority.