

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2017

**H.B. 137**  
**Feb 20, 2017**  
**HOUSE PRINCIPAL CLERK**

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HOUSE BILL DRH40016-MQz-11 (12/20)

Short Title: Study HRC Fair Emp. Practice Agency Status. (Public)

Sponsors: Representative Floyd.

Referred to:

A BILL TO BE ENTITLED

AN ACT TO STUDY THE FEASIBILITY OF THE HUMAN RELATIONS COMMISSION TO  
SEEK EQUAL EMPLOYMENT OPPORTUNITY COMMISSION DEFERRAL STATUS  
AS A FAIR EMPLOYMENT PRACTICE AGENCY.

The General Assembly of North Carolina enacts:

**SECTION 1.(a)** The Joint Legislative Oversight Committee on General Government shall study the feasibility of requiring the Human Relations Commission, within the Department of Administration, to seek status with the Equal Employment Opportunity Commission as a fair employment practice agency (FEPA) pursuant to section 706 of the Civil Rights Act of 1964, 42 U.S.C. § 2000e-5 for charges filed by an employee of an employer that regularly employs 15 or more employees.

**SECTION 1.(b)** The study shall include at least all of the following factors:

- (1) Budgetary requirements from expanded duties, including:
  - a. Staffing levels and facility needs.
  - b. Potential offsets from local deferrals and federal grants and reimbursements.
  - c. Public awareness efforts.
- (2) Enforcement, conciliation, and intake procedures.
- (3) Potential impact on affected employers and employees.
- (4) Potential impact on the Office of Administrative Hearings and State agencies.

**SECTION 1.(c)** The Committee shall report its findings and any legislative proposals to the General Assembly on or before April 1, 2018.

**SECTION 2.** This act is effective when it becomes law.



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