



HOUSE COMMITTEE ON APPROPRIATIONS

FISCAL NOTE

HOUSE BILL NO. 2105

PRINTER'S NO. 2820

PRIME SPONSOR: Scott

COST / (SAVINGS)

FUND	FY 2023/24	FY 2024/25
General Fund	\$0	\$275,000

SUMMARY: HB 2105 PN 2820 updates the definition of employee and employer in the Human Relations Act (Act 222 of 1955). This legislation will take effect in 60 days.

ANALYSIS: This legislation amends the Human Relations Act (Act 222 of 1955) to update the act's definitions of employer and employee.

First, the definition of "employer" is revised to reduce the number of employees that an employer must have in Pennsylvania to be governed by the Act from four to two employees.

Additionally, as it relates to the definition of "employee":

- Removes the exemption, under current law, that excludes agricultural and domestic workers
- Includes the following workers who are subject to the powers of an employer, but exempt:
 - Employees who work in a home or personal residence on a casual basis and are not employed by a third party
 - Employees who are employed by their spouse, parent, or child

FISCAL IMPACT: Enactment of this legislation would have a fiscal impact on Commonwealth funds, specifically the General Fund.

According to the Human Relations Commission, in order to perform its duties as provided for by the legislation, the Commission would need to add three Human Relations Representatives. Including salary and benefits, total costs associated with those positions would be about \$275,000 per fiscal year and would be incurred within the General Fund.

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House Appropriations Committee (D)

DATE: May 1, 2024

Estimates are calculated using the best information available. Actual costs and revenue impact incurred may vary from estimates.