
SENATE COMMITTEE ON APPROPRIATIONS

Senator Anthony Portantino, Chair
2019 - 2020 Regular Session

SB 973 (Jackson) - Employers: annual report: pay data

Version: February 11, 2020

Policy Vote: L., P.E. & R. 4 - 1

Urgency: No

Mandate: No

Hearing Date: June 18, 2020

Consultant: Robert Ingenito

Bill Summary: SB 973 would require that employers with 100 or more employees provide the Department of Fair Employment and Housing (DFEH) with EEO-1 (Employer Information Report) pay data.

******* ANALYSIS ADDENDUM – SUSPENSE FILE *******

**The following information is revised to reflect amendments
adopted by the committee on June 18, 2020**

Fiscal Impact:

- DFEH would incur annual General Fund costs of up to the low millions of dollars, depending upon how the proposed pay reporting system is developed and implemented.
- The bill would not have a fiscal impact on the Division of Labor Standards Enforcement (DLSE) within the Department of Industrial Relations (DIR). DLSE's only role in this bill is to request the data collected as necessary, which is not anticipated to significantly increase its workload.

Author Amendments: Require the submission of data in an electronic format, add a co-author, and clarify the coordination needed between departments when enforcing the California Fair Pay Act.

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