

**GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2017**

**H**

**1**

**HOUSE BILL 137**

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

---

Sponsors: Representative Floyd.

*For a complete list of sponsors, refer to the North Carolina General Assembly web site.*

---

Referred to: Rules, Calendar, and Operations of the House

---

February 21, 2017

A BILL TO BE ENTITLED

1 AN ACT TO STUDY THE FEASIBILITY OF THE HUMAN RELATIONS COMMISSION TO  
2 SEEK EQUAL EMPLOYMENT OPPORTUNITY COMMISSION DEFERRAL STATUS  
3 AS A FAIR EMPLOYMENT PRACTICE AGENCY.  
4

5 The General Assembly of North Carolina enacts:

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

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

13 (1) Budgetary requirements from expanded duties, including:

14 a. Staffing levels and facility needs.

15 b. Potential offsets from local deferrals and federal grants and  
16 reimbursements.

17 c. Public awareness efforts.

18 (2) Enforcement, conciliation, and intake procedures.

19 (3) Potential impact on affected employers and employees.

20 (4) Potential impact on the Office of Administrative Hearings and State agencies.

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

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

