



**AB 2900 FACT SHEET 07.16.04**  
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**AB 2900: The Omnibus Labor and Employment Non-Discrimination Act  
by Assembly Member Laird**

Co-authors: Assemblymembers: Dymally, Goldberg, Hancock, Kehoe, Leno, Lieber,  
Longville, and Nation; Senator Kuehl

**Sponsor: Equality California**

**The Omnibus Labor and Employment Non-Discrimination Act will amend existing  
labor and employment non-discrimination provisions in California law to be  
consistent with the non-discrimination provisions of the Fair Employment and  
Housing Act (FEHA).**

**STATUS: Passed Assembly. Currently Pending in Senate Appropriations  
Committee.**

**BACKGROUND**

The Fair Employment and Housing Act (FEHA) is California's most comprehensive non-discrimination law. FEHA prohibits discrimination based on a broad range of characteristics, including race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, gender identity, age, and sexual orientation.

In addition to FEHA, California law includes more than thirty labor and employment-related provisions that prohibit discrimination based on various characteristics. Many of these provisions, however, do not protect as many individuals from discrimination as are protected under FEHA. For example, a provision in the Labor Code protects individuals in apprentice programs from discrimination by employers and labor unions based upon race, religious creed, color, national origin, ancestry, sex, or age, but not upon disability, medical condition, marital status, gender identity, or sexual orientation.

In addition, several of the non-FEHA provisions vary among themselves as to which classes of people are protected. For example, a provision in California law prohibits discrimination against physicians in medical staff membership and clinical privileges with hospitals that contract with the Medi-Cal program. This provision protects doctors against discrimination based upon sex, race, creed, and national origin. In contrast, a law that prohibits discrimination in civil service employment is more expansive; it prohibits discrimination based on these characteristics plus color, ancestry, marital status, physical disability, and mental disability.

These variations have left some Californians without the full protection of California's non-discrimination laws and have also created confusion for those charged with implementing and complying with these laws.

**PURPOSE OF AB 2900**



In order to remedy the deficiencies in non-discrimination protection for many Californians and the confusion over implementation and compliance with non-discriminations laws, AB 2900 will insert a reference to FEHA's list of protected classes in California's other labor and employment-related non-discrimination laws. The bill will therefore create one list of protected classes for all labor and employment-related non-discrimination laws in California.

Another advantage of AB 2900 is that if additional protected classes are added to FEHA in the future, California's other labor and employment-related non-discrimination laws will be updated automatically because they will always reference FEHA's most current list of protected classes.

### **PARTIAL LIST OF REGISTERED SUPPORT**

American Civil Liberties Union  
American Federation of State, County, and  
Municipal Employees  
Anti-Defamation League  
California Independent Public Employees  
Legislative Council  
California Labor Federation, AFL-CIO  
California National Organization for Women  
California State Conference of the NAACP  
City of West Hollywood  
Congress for California Seniors  
Equality California (sponsor)  
Human Rights/Fair Housing Commission of the  
City and County of Sacramento  
Lambda Letters Project

The Legal Aid Society  
Metropolitan Community Church Los Angeles  
Mexican American Legal Defense and Educational  
Fund  
National Center for Lesbian Rights  
Our Family Coalition  
Office of the Attorney General  
Pride At Work, Southern California  
Protection & Advocacy, Inc.  
San Francisco AIDS Foundation  
San Francisco LGBT Community Center  
Stonewall Democratic Club of Greater  
Sacramento  
Transgender Law Center