

VETO MESSAGE: No

GOVERNOR'S PRESS RELEASE ON SIGNING: Yes

FOLLOWING WERE PRINTED:

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HEARINGS: No

NEWSPAPER ARTICLES: No

CL/MM

§§1,2
C.45:1-73.1
and 45:1-73.2
§3
Note

P.L. 2023, CHAPTER 331, *approved January 16, 2024*
Assembly, No. 5516 (*Second Reprint*)

1 AN ACT concerning health care professionals and supplementing
2 Title 45 of the Revised Statutes.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. a. As used in this section:

8 "Cultural competency" refers to the ability to interact effectively
9 with people of different cultures, socio-economic status, gender,
10 races, ethnic backgrounds, religions, and other diversity categories
11 in a manner that recognizes, affirms, and values the worth of
12 individuals, families, and communities and protects and preserves
13 the dignity of each.

14 "Implicit bias" ²refers to the attitudes or stereotypes that affect
15 understanding, actions, and decisions in an unconscious manner
16 means a bias in judgment or behavior that results from subtle
17 cognitive processes, including implicit prejudice and implicit
18 stereotypes, that often operate at a level below conscious awareness
19 and without intentional control².

20 b. ¹(1)¹ Any health care professional licensed or certified
21 pursuant to Title 45 of the Revised Statutes who provides in-home
22 health care services, ²other than **including**² a homemaker-home
23 health aide, shall be required to complete one credit of ¹continuing
24 education¹ ²in² cultural competency and implicit bias training,
25 within one year following the effective date of this act and
26 biennially thereafter.

27 ¹(2) A health care professional ²[, who provides in-home health
28 care services, other than a homemaker-home health aide,] to whom
29 paragraph (1) of this subsection applies² shall complete cultural
30 competency and implicit bias training on scheduled work time and
31 be compensated by his or her employer for the training at the
32 appropriate rate of pay.¹

33 c. The cultural competency and implicit bias training curriculum
34 ¹shall be developed by the Department of Health, in consultation

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly AHE committee amendments adopted December 11, 2023.

²Assembly AAP committee amendments adopted December 18, 2023.

1 with relevant professional organizations, which¹ shall include, but
2 ²shall need² not be limited to:

3 (1) identification and understanding of implicit biases and
4 stereotypes related to race, ethnicity, religion, sexual orientation,
5 gender identity, and disability;

6 (2) communication techniques that account for potential impacts
7 of implicit biases;

8 (3) strategies for recognizing and mitigating unconscious biases
9 in healthcare decision-making processes ², care, or treatment²;

10 (4) ²review of applicable federal and State laws regarding
11 discrimination in health care services;

12 (5)² cultural awareness and cultural competence in healthcare;
13 and

14 ²[(6)] (5)² understanding health disparities and social
15 determinants of health.

16 ²[d. The ¹Department of Health] Division of Consumer
17 Affairs in the Department of Law and Public Safety¹ shall develop
18 and maintain an electronic database to record compliance with this
19 section.]²

20

21 ²[2. a. As used in this section:

22 "Cultural competency" refers to the ability to interact effectively
23 with people of different cultures, socio-economic status, gender, races,
24 ethnic backgrounds, religions, and other diversity categories in a
25 manner that recognizes, affirms, and values the worth of individuals,
26 families, and communities and protects and preserves the dignity of
27 each.

28 "Implicit bias" refers to the attitudes or stereotypes that affect
29 understanding, actions, and decisions in an unconscious manner.

30 b. ¹(1)¹ A homemaker-home health aide who provides in-home
31 health care services shall be required to complete one credit of
32 continuing education¹ cultural competency and implicit bias training,
33 within one year following the effective date of this act and biennially
34 thereafter.

35 ¹(2) A homemaker-home health aide shall complete cultural
36 competency and implicit bias training on scheduled work time and be
37 compensated by his or her employer for the training at the appropriate
38 rate of pay.¹

39 c. The cultural competency and implicit bias training curriculum
40 ¹shall be developed by the Department of Health, in consultation with
41 relevant professional organizations, which¹ shall include, but shall
42 not be limited to:

43 (1) identification and understanding of implicit biases and
44 stereotypes related to race, ethnicity, religion, sexual orientation,
45 gender identity, and disability;

- 1 (2) communication techniques that account for potential impacts
- 2 of implicit biases;
- 3 (3) strategies for recognizing and mitigating unconscious biases in
- 4 healthcare decision-making processes;
- 5 (4) review of applicable federal and State laws regarding
- 6 discrimination in health care services;
- 7 (5) cultural awareness and cultural competence in healthcare; and
- 8 (6) understanding health disparities and social determinants of
- 9 health.

10 d. The ¹~~Department of Health~~ Division of Consumer Affairs in
11 the Department of Law and Public Safety¹ shall develop and maintain
12 an electronic database to record compliance with this section.²

13
14 ²~~3.~~ 2.² The Director of the Division of Consumer Affairs in
15 the Department of Law and Public Safety ¹~~and the Commissioner~~
16 ~~of Health~~¹ ²~~shall~~ may² adopt rules and regulations, ²which shall
17 be effective immediately upon filing with the Office of
18 Administrative Law for a period not to exceed 18 months and shall
19 thereafter be adopted² in accordance with the “Administrative
20 Procedure Act,” P.L.1968, c.410 (C.52:14B-1 et seq.), as are
21 necessary to effectuate the provisions of this act.

22
23 ²~~4.~~ 3.² This act shall take effect ²~~90~~ 180² days following
24 enactment.

25
26
27 _____
28
29 Requires certain health care professionals to undergo bias
30 training.

ASSEMBLY, No. 5516

STATE OF NEW JERSEY 220th LEGISLATURE

INTRODUCED JUNE 5, 2023

Sponsored by:

Assemblywoman VERLINA REYNOLDS-JACKSON

District 15 (Hunterdon and Mercer)

Assemblyman ANTHONY S. VERRELLI

District 15 (Hunterdon and Mercer)

Assemblyman HERB CONAWAY, JR.

District 7 (Burlington)

Co-Sponsored by:

Assemblywoman McKnight and Assemblyman Moen

SYNOPSIS

Requires certain health care professionals to undergo bias training.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 11/20/2023)

1 AN ACT concerning health care professionals and supplementing
2 Title 45 of the Revised Statutes.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. a. As used in this section:

8 "Cultural competency" refers to the ability to interact effectively
9 with people of different cultures, socio-economic status, gender,
10 races, ethnic backgrounds, religions, and other diversity categories
11 in a manner that recognizes, affirms, and values the worth of
12 individuals, families, and communities and protects and preserves
13 the dignity of each.

14 "Implicit bias" refers to the attitudes or stereotypes that affect
15 understanding, actions, and decisions in an unconscious manner.

16 b. Any health care professional licensed or certified pursuant to
17 Title 45 of the Revised Statutes who provides in-home health care
18 services, other than a homemaker-home health aide, shall be
19 required to complete one credit of cultural competency and implicit
20 bias training, within one year following the effective date of this act
21 and biennially thereafter.

22 c. The cultural competency and implicit bias training curriculum
23 shall be developed by the Department of Health, in consultation
24 with relevant professional organizations, which shall include, but
25 shall not be limited to:

26 (1) identification and understanding of implicit biases and
27 stereotypes related to race, ethnicity, religion, sexual orientation,
28 gender identity, and disability;

29 (2) communication techniques that account for potential impacts
30 of implicit biases;

31 (3) strategies for recognizing and mitigating unconscious biases
32 in healthcare decision-making processes;

33 (4) review of applicable federal and State laws regarding
34 discrimination in health care services;

35 (5) cultural awareness and cultural competence in healthcare; and

36 (6) understanding health disparities and social determinants of
37 health.

38 d. The Department of Health shall develop and maintain an
39 electronic database to record compliance with this section.

40

41 2. a. As used in this section:

42 "Cultural competency" refers to the ability to interact effectively
43 with people of different cultures, socio-economic status, gender,
44 races, ethnic backgrounds, religions, and other diversity categories
45 in a manner that recognizes, affirms, and values the worth of
46 individuals, families, and communities and protects and preserves
47 the dignity of each.

1 "Implicit bias" refers to the attitudes or stereotypes that affect
2 understanding, actions, and decisions in an unconscious manner.

3 b. A homemaker-home health aide who provides in-home health
4 care services shall be required to complete one credit of cultural
5 competency and implicit bias training, within one year following
6 the effective date of this act and biennially thereafter.

7 c. The cultural competency and implicit bias training curriculum
8 shall be developed by the Department of Health, in consultation
9 with relevant professional organizations, which shall include, but
10 shall not be limited to:

11 (1) identification and understanding of implicit biases and
12 stereotypes related to race, ethnicity, religion, sexual orientation,
13 gender identity, and disability;

14 (2) communication techniques that account for potential impacts
15 of implicit biases;

16 (3) strategies for recognizing and mitigating unconscious biases
17 in healthcare decision-making processes;

18 (4) review of applicable federal and State laws regarding
19 discrimination in health care services;

20 (5) cultural awareness and cultural competence in healthcare;
21 and

22 (6) understanding health disparities and social determinants of
23 health.

24 d. The Department of Health shall develop and maintain an
25 electronic database to record compliance with this section.

26

27 3. The Director of the Division of Consumer Affairs in the
28 Department of Law and Public Safety and the Commissioner of
29 Health shall adopt rules and regulations, in accordance with the
30 "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et
31 seq.), as are necessary to effectuate the provisions of this act.

32

33 4. This act shall take effect 90 days following enactment.

34

35

36

STATEMENT

37

38 This bill requires certain health care professionals to undergo
39 bias training.

40 Under the bill, a homemaker-home health aide and any other
41 health care professional certified or licensed pursuant to Title 45 of
42 the Revised Statutes, who provides in-home health care services, is
43 to be required to complete one credit of cultural competency and
44 implicit bias training, within one year following the effective date
45 of this bill and biennially thereafter.

46 The cultural competency and implicit bias training curriculum is
47 to be developed by the Department of Health, in consultation with

1 relevant professional organizations, which is to include, but not be
2 limited to:

3 (1) identification and understanding of implicit biases and
4 stereotypes related to race, ethnicity, religion, sexual orientation,
5 gender identity, and disability;

6 (2) communication techniques that account for potential impacts
7 of implicit biases;

8 (3) strategies for recognizing and mitigating unconscious biases
9 in healthcare decision-making processes;

10 (4) review of applicable federal and State laws regarding
11 discrimination in health care services;

12 (5) cultural awareness and cultural competence in healthcare; and

13 (6) understanding health disparities and social determinants of
14 health.

15 It is the sponsor's belief that this bill will help to ensure that all
16 patients receive quality healthcare that respects their individual
17 cultural backgrounds and experiences and that this bill is a step
18 towards ensuring equity in healthcare delivery within New Jersey.

ASSEMBLY HEALTH COMMITTEE

STATEMENT TO

ASSEMBLY, No. 5516

with committee amendments

STATE OF NEW JERSEY

DATED: DECEMBER 11, 2023

The Assembly Health Committee reports favorably and with committee amendments Assembly Bill No. 5516.

As amended by the committee, a homemaker-home health aide and any other health care professional certified or licensed pursuant to Title 45 of the Revised Statutes, who provides in-home health care services, is to be required to complete one credit of continuing education cultural competency and implicit bias training, within one year following the effective date of this bill and biennially thereafter.

The cultural competency and implicit bias training curriculum is to include, but not be limited to:

- (1) identification and understanding of implicit biases and stereotypes related to race, ethnicity, religion, sexual orientation, gender identity, and disability;
- (2) communication techniques that account for potential impacts of implicit biases;
- (3) strategies for recognizing and mitigating unconscious biases in healthcare decision-making processes;
- (4) review of applicable federal and State laws regarding discrimination in health care services;
- (5) cultural awareness and cultural competence in healthcare; and
- (6) understanding health disparities and social determinants of health.

COMMITTEE AMENDMENTS:

The committee amendments:

- 1) provide that health care professionals, who provide in-home health care services, and homemaker-home health aides are to complete cultural competency and implicit bias training on scheduled work time and be compensated by their employers for the training at the appropriate rate of pay;
- 2) replace the Department of Health with the Division of Consumer Affairs;
- 3) remove a reference to professional organizations; and
- 4) make technical change involving usage.

ASSEMBLY APPROPRIATIONS COMMITTEE

STATEMENT TO

[First Reprint]

ASSEMBLY, No. 5516

with committee amendments

STATE OF NEW JERSEY

DATED: DECEMBER 18, 2023

The Assembly Appropriations Committee reports favorably and with committee amendments Assembly Bill No. 5516 (1R).

As amended by the committee, a homemaker-home health aide and any other health care professional certified or licensed pursuant to Title 45 of the Revised Statutes, who provides in-home health care services, is to be required to complete one credit of continuing education in cultural competency and implicit bias training, within one year following the effective date of this bill and biennially thereafter.

The cultural competency and implicit bias training curriculum is to include, but not be limited to:

(1) identification and understanding of implicit biases and stereotypes related to race, ethnicity, religion, sexual orientation, gender identity, and disability;

(2) communication techniques that account for potential impacts of implicit biases;

(3) strategies for recognizing and mitigating unconscious biases in healthcare decision-making processes, care, or treatment;

(4) cultural awareness and cultural competence in healthcare; and

(5) understanding health disparities and social determinants of health.

COMMITTEE AMENDMENTS:

The committee amendments revise the definition of “implicit bias” to mean a bias in judgment or behavior that results from subtle cognitive processes, including implicit prejudice and implicit stereotypes, that often operate at a level below conscious awareness and without intentional control. As introduced, the term referred to attitudes or stereotypes that affect understanding, actions, and decisions in an unconscious manner.

The committee amendments require the cultural competency and implicit bias training curriculum to include strategies for recognizing and mitigating unconscious biases in healthcare decision-making processes, care, or treatment. As introduced, the curriculum was only

required to include strategies for recognizing and mitigating unconscious biases in healthcare decision-making processes.

The committee amendments remove a require of the cultural competency and implicit bias training curriculum to include a review of applicable federal and State laws regarding discrimination in health care services.

The committee amendments remove a provision under the bill that required the Division of Consumer Affairs in the Department of Law and Public Safety to develop and maintain an electronic database to record compliance with the bill.

The committee amendments provide that the Director of the Division of Consumer Affairs in the Department of Law and Public Safety may adopt rules and regulations to effectuate the provisions of the bill. As introduced the Director was required to adopt rules and regulations. Moreover, the committee amendments add a provision that any adopted rules and regulations are to be effective immediately upon filing with the Office of Administrative Law for a period not to exceed 18 months and are thereafter to be adopted.

The committee amendments provide that the bill is to be effective 180 days following enactment. As introduced, the bill was to be effective 90 days following enactment.

The committee amendments make technical changes to streamline the provisions of the bill and to correct certain grammar and syntax errors.

FISCAL IMPACT:

Fiscal information for this bill is currently unavailable.

SENATE HEALTH, HUMAN SERVICES AND SENIOR
CITIZENS COMMITTEE

STATEMENT TO

[Second Reprint]
ASSEMBLY, No. 5516

STATE OF NEW JERSEY

DATED: JANUARY 4, 2024

The Senate Health, Human Services and Senior Citizens Committee reports favorably Assembly Bill No. 5516 (2R).

A homemaker-home health aide and any other health care professional certified or licensed pursuant to Title 45 of the Revised Statutes, who provides in-home health care services, is to be required to complete one credit of continuing education in cultural competency and implicit bias training, within one year following the effective date of this bill and biennially thereafter.

The cultural competency and implicit bias training curriculum is to include, but not be limited to:

- (1) identification and understanding of implicit biases and stereotypes related to race, ethnicity, religion, sexual orientation, gender identity, and disability;
- (2) communication techniques that account for potential impacts of implicit biases;
- (3) strategies for recognizing and mitigating unconscious biases in healthcare decision-making processes, care, or treatment;
- (4) cultural awareness and cultural competence in healthcare; and
- (5) understanding health disparities and social determinants of health.

As reported by the committee, Assembly Bill No. 5516 (2R) is identical to Senate Bill No. 4047, which was also reported by the committee on this date with amendments.

SENATE, No. 4047

STATE OF NEW JERSEY 220th LEGISLATURE

INTRODUCED JUNE 27, 2023

Sponsored by:

Senator RENEE C. BURGESS

District 28 (Essex)

Senator SHIRLEY K. TURNER

District 15 (Hunterdon and Mercer)

SYNOPSIS

Requires certain health care professionals to undergo bias training.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 12/18/2023)

1 AN ACT concerning health care professionals and supplementing
2 Title 45 of the Revised Statutes.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
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10 races, ethnic backgrounds, religions, and other diversity categories
11 in a manner that recognizes, affirms, and values the worth of
12 individuals, families, and communities and protects and preserves
13 the dignity of each.

14 "Implicit bias" refers to the attitudes or stereotypes that affect
15 understanding, actions, and decisions in an unconscious manner.

16 b. Any health care professional licensed or certified pursuant to
17 Title 45 of the Revised Statutes who provides in-home health care
18 services, other than a homemaker-home health aide, shall be
19 required to complete one credit of cultural competency and implicit
20 bias training, within one year following the effective date of this act
21 and biennially thereafter.

22 c. The cultural competency and implicit bias training curriculum
23 shall be developed by the Department of Health, in consultation
24 with relevant professional organizations, which shall include, but
25 shall not be limited to:

26 (1) identification and understanding of implicit biases and
27 stereotypes related to race, ethnicity, religion, sexual orientation,
28 gender identity, and disability;

29 (2) communication techniques that account for potential impacts
30 of implicit biases;

31 (3) strategies for recognizing and mitigating unconscious biases
32 in healthcare decision-making processes;

33 (4) review of applicable federal and State laws regarding
34 discrimination in health care services;

35 (5) cultural awareness and cultural competence in healthcare; and

36 (6) understanding health disparities and social determinants of
37 health.

38 d. The Department of Health shall develop and maintain an
39 electronic database to record compliance with this section.

40

41 2. a. As used in this section:

42 "Cultural competency" refers to the ability to interact effectively
43 with people of different cultures, socio-economic status, gender,
44 races, ethnic backgrounds, religions, and other diversity categories
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46 individuals, families, and communities and protects and preserves
47 the dignity of each.

1 "Implicit bias" refers to the attitudes or stereotypes that affect
2 understanding, actions, and decisions in an unconscious manner.

3 b. A homemaker-home health aide who provides in-home health
4 care services shall be required to complete one credit of cultural
5 competency and implicit bias training, within one year following
6 the effective date of this act and biennially thereafter.

7 c. The cultural competency and implicit bias training curriculum
8 shall be developed by the Department of Health, in consultation
9 with relevant professional organizations, which shall include, but
10 shall not be limited to:

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12 stereotypes related to race, ethnicity, religion, sexual orientation,
13 gender identity, and disability;

14 (2) communication techniques that account for potential impacts
15 of implicit biases;

16 (3) strategies for recognizing and mitigating unconscious biases
17 in healthcare decision-making processes;

18 (4) review of applicable federal and State laws regarding
19 discrimination in health care services;

20 (5) cultural awareness and cultural competence in healthcare;
21 and

22 (6) understanding health disparities and social determinants of
23 health.

24 d. The Department of Health shall develop and maintain an
25 electronic database to record compliance with this section.

26

27 3. The Director of the Division of Consumer Affairs in the
28 Department of Law and Public Safety and the Commissioner of
29 Health shall adopt rules and regulations, in accordance with the
30 "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et
31 seq.), as are necessary to effectuate the provisions of this act.

32

33 4. This act shall take effect 90 days following enactment.

34

35

36

STATEMENT

37

38 This bill requires certain health care professionals to undergo
39 bias training.

40 Under the bill, a homemaker-home health aide and any other
41 health care professional certified or licensed pursuant to Title 45 of
42 the Revised Statutes, who provides in-home health care services, is
43 to be required to complete one credit of cultural competency and
44 implicit bias training, within one year following the effective date
45 of this bill and biennially thereafter.

46 The cultural competency and implicit bias training curriculum is
47 to be developed by the Department of Health, in consultation with

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4

1 relevant professional organizations, which is to include, but not be
2 limited to:

3 (1) identification and understanding of implicit biases and
4 stereotypes related to race, ethnicity, religion, sexual orientation,
5 gender identity, and disability;

6 (2) communication techniques that account for potential impacts
7 of implicit biases;

8 (3) strategies for recognizing and mitigating unconscious biases
9 in healthcare decision-making processes;

10 (4) review of applicable federal and State laws regarding
11 discrimination in health care services;

12 (5) cultural awareness and cultural competence in healthcare; and

13 (6) understanding health disparities and social determinants of
14 health.

15 It is the sponsor's belief that this bill will help to ensure that all
16 patients receive quality healthcare that respects their individual
17 cultural backgrounds and experiences and that this bill is a step
18 towards ensuring equity in healthcare delivery within New Jersey.

[First Reprint]

SENATE, No. 4047

STATE OF NEW JERSEY
220th LEGISLATURE

INTRODUCED JUNE 27, 2023

Sponsored by:

Senator RENEE C. BURGESS

District 28 (Essex)

Senator SHIRLEY K. TURNER

District 15 (Hunterdon and Mercer)

SYNOPSIS

Requires certain health care professionals to undergo bias training.

CURRENT VERSION OF TEXT

As reported by the Senate Health, Human Services and Senior Citizens Committee on January 4, 2024, with amendments.



(Sponsorship Updated As Of: 12/18/2023)

1 AN ACT concerning health care professionals and supplementing
2 Title 45 of the Revised Statutes.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. a. As used in this section:

8 "Cultural competency" refers to the ability to interact effectively
9 with people of different cultures, socio-economic status, gender, races,
10 ethnic backgrounds, religions, and other diversity categories in a
11 manner that recognizes, affirms, and values the worth of individuals,
12 families, and communities and protects and preserves the dignity of
13 each.

14 "Implicit bias" ¹refers to the attitudes or stereotypes that affect
15 understanding, actions, and decisions in an unconscious manner
16 means a bias in judgment or behavior that results from subtle cognitive
17 processes, including implicit prejudice and implicit stereotypes, that
18 often operate at a level below conscious awareness and without
19 intentional control¹.

20 b. ¹(1)¹ Any health care professional licensed or certified pursuant
21 to Title 45 of the Revised Statutes who provides in-home health care
22 services, ¹other than ¹including¹ a homemaker-home health aide,
23 shall be required to complete one credit of ¹continuing education in¹
24 cultural competency and implicit bias training, within one year
25 following the effective date of this act and biennially thereafter.

26 ¹(2) A health care professional to whom paragraph (1) of this
27 subsection applies shall complete cultural competency and implicit
28 bias training on scheduled work time and be compensated by his or her
29 employer for the training at the appropriate rate of pay.¹

30 c. The cultural competency and implicit bias training curriculum
31 ¹shall be developed by the Department of Health, in consultation with
32 relevant professional organizations, which¹ shall include, but ¹shall
33 need¹ not be limited to:

34 (1) identification and understanding of implicit biases and
35 stereotypes related to race, ethnicity, religion, sexual orientation,
36 gender identity, and disability;

37 (2) communication techniques that account for potential impacts of
38 implicit biases;

39 (3) strategies for recognizing and mitigating unconscious biases in
40 healthcare decision-making processes ¹, care, or treatment¹;

41 (4) ¹review of applicable federal and State laws regarding
42 discrimination in health care services;

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is
not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Senate SHH committee amendments adopted January 4, 2024.

1 (5)]¹ cultural awareness and cultural competence in healthcare;
2 and

3 ¹[(6)] (5)¹ understanding health disparities and social
4 determinants of health.

5 ¹[d. The Department of Health shall develop and maintain an
6 electronic database to record compliance with this section.]¹

7

8 ¹[2. a. As used in this section:

9 "Cultural competency" refers to the ability to interact effectively
10 with people of different cultures, socio-economic status, gender,
11 races, ethnic backgrounds, religions, and other diversity categories
12 in a manner that recognizes, affirms, and values the worth of
13 individuals, families, and communities and protects and preserves
14 the dignity of each.

15 "Implicit bias" refers to the attitudes or stereotypes that affect
16 understanding, actions, and decisions in an unconscious manner.

17 b. A homemaker-home health aide who provides in-home health
18 care services shall be required to complete one credit of cultural
19 competency and implicit bias training, within one year following
20 the effective date of this act and biennially thereafter.

21 c. The cultural competency and implicit bias training curriculum
22 shall be developed by the Department of Health, in consultation
23 with relevant professional organizations, which shall include, but
24 shall not be limited to:

25 (1) identification and understanding of implicit biases and
26 stereotypes related to race, ethnicity, religion, sexual orientation,
27 gender identity, and disability;

28 (2) communication techniques that account for potential impacts
29 of implicit biases;

30 (3) strategies for recognizing and mitigating unconscious biases
31 in healthcare decision-making processes;

32 (4) review of applicable federal and State laws regarding
33 discrimination in health care services;

34 (5) cultural awareness and cultural competence in healthcare;
35 and

36 (6) understanding health disparities and social determinants of
37 health.

38 d. The Department of Health shall develop and maintain an
39 electronic database to record compliance with this section.]¹

40

41 ¹[3.] 2.¹ The Director of the Division of Consumer Affairs in the
42 Department of Law and Public Safety ¹[and the Commissioner of
43 Health shall] may¹ adopt rules and regulations, ¹which shall be
44 effective immediately upon filing with the Office of Administrative
45 Law for a period not to exceed 18 months and shall thereafter be
46 adopted¹ in accordance with the "Administrative Procedure Act,"

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4

1 P.L.1968, c.410 (C.52:14B-1 et seq.), as are necessary to effectuate the
2 provisions of this act.

3

4 ¹~~4.~~ 3.¹ This act shall take effect ¹~~90~~ 180¹ days following
5 enactment.

Governor Murphy Takes Action on Legislation

01/16/2024

TRENTON – Today, Governor Murphy signed the following bills into law:

SCS for S-281/ACS for A-3791 (Greenstein, Turner/Sumter, Reynolds-Jackson) – w/STATEMENT - Concerns automatic fire sprinkler systems within newly constructed townhouses

[Copy of Statement](#)

S-539wGR/A-2140 (Ruiz, Pou/Reynolds-Jackson, Wimberly, Mosquera) - Permits online purchase of eligible foods using WIC funds and use of WIC funds for grocery delivery charges

S-659/A-2014 (Oroho, Greenstein/Conaway, Wirths, Umba) - “Manufacturing in Higher Education Act”; requires various State entities to promote manufacturing career pathways for students and provides assistance to manufacturing industry

S-1110/A-3936 (Polistina, Singleton/Guardian, Swift, McClellan) - Authorizes CRDA to finance transportation projects between Atlantic City Airport and Atlantic City Tourism District

S-1662/A-3526 (Ruiz, Codey/Lampitt, Benson, Saucikie) - Requires NJ Youth Suicide Prevention Advisory Council to prepare report regarding suicide prevention instruction in public schools

S-1680wGR/A-2257 (Pou, Ruiz/Murphy, Quijano, Wimberly) - Designates each community college in State as provider of allowable services under SNAP employment and training program

S-2076/ACS for A-3319 (Zwicker, Greenstein/McKnight, Lampitt) - Establishes “Twelfth Grade Postsecondary Transition Year Pilot Program” in Department of Education

S-2535wGR/A-4048 (Polistina, Pou/Benson, McKnight, Reynolds-Jackson, Carter) - Requires health benefits coverage of hearing aids and cochlear implants

S-2841/A-4292 (Scutari, Bramnick/Carter) - Raises minimum amount of liability coverage for commercial motor vehicles and autocabs

SCS for S-3080/ACS for-398 (Ruiz, Burgess/Caputo, Giblin, Tucker) - Establishes position of Youth Disconnection Prevention and Recovery Ombudsperson; establishes “School Disconnection Prevention Task Force”; appropriates \$200,000

S-3102/A-4715 (Smith, Singleton/Stanley, Benson) - Establishes uptime requirement for electric vehicle charging station incentive programs

S-3176/A-4760 (Greenstein, Smith/Swain, Haider, Tully) - Requires DEP and Drinking Water Quality Institute to perform study concerning regulation and treatment of perfluoroalkyl and polyfluoroalkyl substances

SCS for S-3632 and 3649w/GR/ACS for A-1948 (Johnson, Cryan/Haider, Conaway, Quijano) - Requires labeling of non-flushable disposable wipes

S-3758/A-5343 (Cryan/Karabinchak) - Changes deadline for unaffiliated mail-in voters to declare their political party before primary election

S-3837/A-5438 (Pou, Cruz-Perez/Pintor Marin, Wimberly) - Clarifies process for administrative appropriations to UEZs

S-3897/A-5578 (Ruiz, Sarlo/Jasey, Carter, Reynolds-Jackson) - Authorizes Higher Education Student Assistance Authority to award annual summer tuition aid grants

S-4040/A-5881 (Polistina, Lagana/Tully, Guardian, Swift) - Concerns jurisdiction and operations of regional municipal courts

S-4084/A-5851 (Ruiz, Cruz-Perez/Moriarty, Calabrese, Moen) - Concerns temporary registration certificates and license plates

S-4130/A-5849 (Codey/Jasey, Tucker) - Special legislation to change name of “Township of South Orange Village” to “South Orange Village”; changes titles of certain municipal officials; permits nonpartisan municipal elections to be moved to November; permits stipend for governing body members

S-4206/A-5856 (Sarlo/Calabrese) - Changes number of signatures required on primary election petition to nominate certain municipal candidates in certain municipalities

S-4209/A-5879 (Sarlo/Pintor Marin) - Eliminates vote on school budgets for Type II school districts in April elections, except for separate proposals to spend above cap

S-4268/A-5911 (Scutari/Danielsen) - Permits certain special State officers to represent cannabis businesses

A-203/S-2884 (Rooney, Benson, Caputo/A.M. Bucco) - Authorizes creation of special license plates commemorating horse as State animal

A-1100/S-995 (Calabrese, Mukherji, McKnight/Ruiz, Stack) - Requires entities to remove abandoned lines and mark information on certain lines

A-1107/S-770 (Chaparro, Murphy, Mukherji/Pou, Beach) - Directs Chief Technology Officer to conduct study on impacts of redacting handwritten signatures published on State websites; allows for protocols for such redactions to be established by rules and regulations

ACS for A-1255/SS for S-1794 (Stanley, Conaway, Benson/Gopal, Singer) - Updates requirements and standards for authorization and prior authorization of health care services

A-1727/S-3300 (Speight, Reynolds-Jackson, Verrelli/Stanfield, Ruiz) - Requires Attorney General to perform outreach and provide services to victims of human trafficking under certain circumstances

A-1729/S-3550 (Speight, Reynolds-Jackson, McKnight/Greenstein, Ruiz) - Requires AG to address human trafficking in underserved communities

A-1755/S-2505 (McKeon, Calabrese, Conaway/Smith, Greenstein) - Requires installation of operational automatic rain sensor or smart sprinkler as condition of sale of certain real properties, and on certain commercial, retail, and industrial properties and common interest communities within specified timeframes

A-2146wGR/S-855 (Reynolds-Jackson, Wimberly, Sumter/Singleton, Beach) - Creates State business assistance program to establish contracting agency procurement goals for socially and economically disadvantaged business enterprises

A-2581/S-2503 (Lampitt, Park/Beach) - Provides that certain cosmetology and hairstyling courses may be taught using distance learning technology

A-3142/S-1564 (Moen, Moriarty, Benson/Singleton, Corrado) - Authorizes grants to purchase and rehabilitate abandoned homes for homeless veterans

A-3211/S-2302 (Speight, Haider, Swain/Gopal, Ruiz) - Establishes “New Jersey Feminine Hygiene Products for the Homeless Act”

A-3980/S-2706 (Speight, McKnight, Atkins/Zwicker, Turner) - Grants child placed in resource family care and resource family parents the right to be notified when case manager or supervisor is assigned to child; grants child in resource family care right to be notified of certain property and benefits

A-4033wGR/S-2657 (Coughlin, Wimberly/Sarlo, Ruiz) - Extends deadline for completion of school district’s annual audit

A-4049/S-3495 (McKnight, Reynolds-Jackson, Benson/Vitale, Johnson) - Provides for presumptive eligibility for home and community-based services and services provided through program of all-inclusive care for the elderly under Medicaid

A-4105/S-4202 (Lopez, Jimenez, Quijano/Vitale, Turner) - Establishes Interagency Council on Homelessness

A-4183/S-4264 (Haider/Singleton) - Concerns local unit filing requirement for certain shared services agreements

A-4212/S-2762 (Pintor Marin, Reynolds-Jackson, Verrelli/Ruiz, Cunningham) - Establishes Center for Career Relevant Education and Talent Evaluation of New Jersey at Thomas Edison State University

A-4337/S-4156 (Conaway, Atkins, Rooney/Singleton, Pou) - Requires Department of Health to provide information to Statewide 2-1-1 telephone system regarding the location of safe disposal sites for hypodermic syringes and needles and prescription drugs

ACS for A-4496/SCS for S-3247 (Coughlin, Lampitt, Karabinchak, Wimberly/Zwicker, Greenstein) - Revises various provisions of law governing construction of school facilities projects and operations of New Jersey Schools Development Authority; establishes "Charter School and Renaissance School Project Facilities Loan Program" in EDA

A-4522/S-3234 (Moen, McKnight, Quijano/Singer, Singleton) - Requires certain disclosures by sellers of single-family homes with solar panels installed

A-4691/S-1530 (Swain, DeAngelo, Speight/Greenstein, Zwicker) - Requires hazard mitigation plans to include climate change-related threat assessments and hazard prevention and mitigation strategies

A-4723/S-2740 (McKeon, Moriarty, Rooney/Codey, Scutari) - Requires motor vehicle dealer to offer to delete personal information in motor vehicles in certain situations

A-4791/S-3184 (Kennedy, Haider, McKeon/Diegnan, Sarlo) - Establishes "Resiliency and Environmental System Investment Charge Program"

ACS for A-4794/S-3224 (Benson, Mukherji/Singleton, Turner) - Requires request for proposal to establish demonstration projects to develop electric vehicle charging depots serviced by distributed energy resource charging centers for certain electric vehicle use

A-4814/S-1023 (Moen, Wimberly/Singleton, Gopal) - Removes expected family contribution from calculation of financial need under circumstances in which public institutions of higher education may reduce student's institutional financial aid

ACS for A-4821 and 4823wGR/S-3283 (Karabinchak, Conaway, Schaer/Greenstein, Zwicker) - Directs DEP to take certain actions concerning identification and testing of microplastics in drinking water, and requires DEP and BPU to study and promote use of microplastics removal technologies

A-4955/S-3531 (S. Kean, Thomson/Singer, Gopal) - Designates portion of State Highway Route 71 as "John Tarantino Highway"

A-5094/S-3476 (Spearman/Beach, Greenstein) - Concerns licensing of security officer companies

A-5227/S-3662 (Danielsen, Space/Smith, Oroho) - Expands eligibility for "fishing buddy license" fee

A-5285/SCS for S-3708 (Greenwald, Haider, Lopez/Greenstein, A.M. Bucco) - Requires copies of certain law enforcement records to be provided to victims of domestic violence upon request

A-5293/S-3746 (Greenwald, McKnight, Rooney/Gopal, Ruiz) - Concerns New Jersey Civic Information Consortium

A-5311/S-3061 (Verrelli, McKnight, Matsikoudis/Stanfield, Turner) - Enters New Jersey into Counseling Compact

A-5391/S-3765 (DeAngelo/Diegnan, Corrado) - Imposes conditions on drivers approaching disabled vehicles

A-5412/S-3850 (Greenwald, Swain, Jasey/Gopal, Singer) - Establishes nonpublic school transportation program to provide funding to consortiums of nonpublic schools that will assume responsibility for mandated nonpublic school busing

A-5416wGR/S-3883 (Wimberly, Giblin, Haider/Greenstein, Turner) - Requires State Board of Education to authorize alternate route to expedite teacher certification of persons employed as paraprofessionals in school districts

A-5442/S-3793 (Karabinchak, Conaway, McKeon/Smith, Greenstein) - Directs BPU to conduct study to determine feasibility, marketability, and costs of implementing large-scale geothermal heat pump systems in State

A-5462/S-3867 (Coughlin, McKnight, Speight/Vitale, Turner) - Revises law establishing Office of Food Security Advocate, and establishes certain conditions for use of monies appropriated to emergency food organizations

ACS for A-5495/SCS for S-3846 (Danielsen/Scutari, A.M. Bucco) - Clarifies types of firearms allowed to be carried or transported while hunting

A-5516/S-4047 (Reynolds-Jackson, Verrelli, Conaway/Burgess, Turner) - Requires certain health care professionals to undergo bias training

A-5565/S-3971 (S. Kean, Thomson/Gopal) - Provides that 10-year term does not apply to lease of certain municipal properties unless they are waterfront properties or related to waterfront concessions

A-5567/S-3807 (Torrissi, Calabrese/A.M. Bucco, Sarlo) - Extends period of usefulness of fire engines for bonding purposes from 10 to 20 years; eliminates exclusion of passenger cars and station wagons

A-5582/S-3781 (Swain, Simonsen/Lagana, Cryan) - Establishes grant program for NJ YouthBuild programs through DOLWD; makes appropriation

A-5610wGR/S-3954 (Greenwald, Spearman, Chaparro/Beach, A.M. Bucco) - Revises penalties for possession or consumption of alcoholic beverages by underage persons

A-5748/S-4166 (Spearman, Moen, Moriarty/Cruz-Perez, Madden) - Amends definition of "participating county" under County Option Hospital Fee Program

A-5755/S-4183 (Carter, Sumter, Wimberly, Quijano/Scutari, Singleton) - Enhances notice requirements and occupancy restrictions for hotels and multiple dwellings following determination of potentially hazardous condition

A-5799/S-1472 (Moen, Moriarty/Beach, Stack) - Authorizes DOT to establish and administer toll collection and enforcement system on behalf of NJ toll authorities and to enter into reciprocal agreements for enforcement of toll violations with toll authorities from other states

A-5806/S-4165 (Moriarty, Sauickie/Greenstein, Oroho) - Appropriates \$48 million from constitutionally dedicated CBT revenues to DEP for State acquisition of lands for recreation and conservation purposes, including Blue Acres projects, and Green Acres Program administrative costs

A-5807/S-4138 (Freiman/Johnson, Schepisi) - Appropriates \$58 million from constitutionally dedicated CBT revenues for recreation and conservation purposes to DEP for State capital and park development projects

A-5808/S-4135 (Park, Freiman, Lopez/Beach, Turner) - Appropriates \$15,564,293 from constitutionally dedicated CBT revenues to NJ Historic Trust for grants for certain historic preservation projects and associated administrative expenses

A-5809/S-4097 (Swain, Lopez, Sauickie/Zwicker, Gopal) - Amends lists of projects eligible to receive loans for environmental infrastructure projects from NJ Infrastructure Bank for FY 2024

A-5810/S-4098 (Sampson, Sauickie, Lopez/Greenstein, Stanfield) - Amends lists of environmental infrastructure projects approved for long-term funding by DEP under FY 2024 environmental infrastructure funding program

A-5828/S-4201 (Lopez/Vitale) - Authorizes State Treasurer to sell as surplus certain real property and improvements in Township of Woodbridge in Middlesex County

A-5835/S-4134 (Greenwald, Lampitt/Beach, Turner) - Authorizes regional authority to develop and operate regional rehabilitation and reentry center

A-5836/S-4212 (DeAngelo, Sumter, Wimberly/Gopal, Greenstein) - Makes supplemental appropriation of \$650,000 to New Jersey Division of State Police for trooper recruitment and retention

A-5910/S-4266 (Egan/Codey) - Increases annual salary of certain public employees and officers

AJR-200/SJR-138 (Park, Freiman, Calabrese/Lagana) - Designates November 22 of each year as Kimchi Day

Governor Murphy pocket vetoed the following bills:

S-2989/A-1739 (Pou, Singer/McKeon, Quijano, Flynn) - Makes certain for-profit debt adjusters eligible for licensing to conduct business in State

S-3172/A-4689 (Gopal, Turner/Lampitt, Matsikoudis, McKnight) - Establishes teacher certification route for candidates with Montessori teaching credentials

- S-3287/ACS for A-4852 and 1170 (Turner/Reynolds-Jackson, Jasey, Dunn, Wimberly, Calabrese, Spearman, Verrilli)** - Requires institutions of higher education to maintain supply and develop policy governing use of naloxone hydrochloride nasal spray for opioid overdose emergencies
- A-1476/S-930 (Benson, Dancer/Holzapfel, Diegnan)** - Exempts certain motor vehicles that are owned by certain nutrition programs and certain nonprofit organizations that offer social services from motor vehicle registration fees
- A-3642/S-665 (Wirths, Murphy, Benson, Oroho/Greenstein)** - Requires MVC to place designation on motor vehicle's registration information indicating registrant is deaf
- A-3945/S-1660 (Quijano, Reynolds-Jackson, Carter/Ruiz, Singleton)** - Establishes "Male Teachers of Color Mentorship Pilot Program"; appropriates \$95,000
- A-4177/S-2478 (Mosquera, Swain, McKnight, Tucker, Dunn/Ruiz, Vitale)** - Extends duration of law requiring certain provider subsidy payments for child care services be based on enrollment
- A-4396/S-2927 (Lampitt, Jasey, Caputo/Codey)** - Establishes timelines for review and approval by Commissioner of Education of annual certified audits submitted by approved private schools for students with disabilities
- A-4621/S-3156 (Mosquera, Greenwald, Swain/Madden)** - Requires issuance of report on certain information and data on processing of applications for professional and occupational licenses and mandates review of training and call intake in Division of Consumer Affairs.
- A-4740/S-2970 (Mukherji, DeAngelo, McKnight/Cruz-Perez, Turner)** - Provides employee access to employee's employment records on file with DOLWD
- A-5294/S-1825 (Greenwald, Swain, Rooney/Steinhardt, Sarlo, Doherty)** - Exempts sales of investment metal bullion and investment coins from sales and use tax
- A-5893/S-4228 (Karabinchak, Calabrese, Sauckie/Gopal, Sarlo)** - Extends annual horse racing purse subsidies through State fiscal year 2029