

**Department of Planning and Budget
2004 Fiscal Impact Statement**

1. Bill Number SB194

House of Origin ☒ Introduced ☐ Substitute ☐ Engrossed

Second House ☐ In Committee ☐ Substitute ☐ Enrolled

2. Patron Reynolds

3. Committee Commerce and Labor

4. Title Unemployment compensation benefits; termination before resignation.

5. Summary/Purpose: The bill provides that where an employee gives notice of resignation, and the employer subsequently terminates him effective prior to the date specified in the resignation notice, the employer shall be liable for a maximum of two weeks of benefits (absent a finding of good cause for the employee's resignation or misconduct). Under current law, if an employer does not terminate an employee immediately after the employee gives notice of his resignation, but eventually terminates him prior to the specified resignation date, the employer is fully liable for payment of unemployment compensation benefits.

6. No Fiscal Impact: SEE ITEM 8.

7. Budget amendment necessary: No.

8. Fiscal implications: The bill codifies a Court of Appeals opinion that the Virginia Employment Commission had already implemented years ago.

9. Specific agency or political subdivisions affected: Virginia Employment Commission.

10. Technical amendment necessary: No.

11. Other comments: None.

Date: 02/03/04 / mst

Document: G:\Ga Sessions\2004 Session\Fis\Sb194.Doc

cc: Secretary of Commerce and Trade