

**Department of Planning and Budget**  
**2005 Fiscal Impact Statement**

**1. Bill Number** HB2371

<b>House of Origin</b>	<input checked="" type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
<b>Second House</b>	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

**2. Patron** Bryant

**3. Committee** H. Commerce and Labor

**4. Title** Unemployment compensation; misconduct; chronic absenteeism.

**5. Summary/Purpose:**

This bill provides a definition for chronic absenteeism, which is one form of misconduct that may result in disqualification for unemployment compensation benefits. Chronic absenteeism means (i) one or more unapproved absences in a single pay period or (ii) one or more approved absences following a written reprimand or warning relating to more than one unapproved absence. The bill further defines that absence shall not include health-related absences for which the employee could not reasonably obtain pre-approval from the employer.

**6. No Fiscal Impact:**

According to the Virginia Employment Commission (VEC), this bill has no fiscal impact. The VEC currently interprets the misconduct statute to include repeated absences without notice to the employer and adequate justification. This bill merely adds language to further define the currently applied interpretation.

**7. Budget amendment necessary:** No.

**8. Fiscal implications:** See Item 6.

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

**10. Technical amendment necessary:** No.

**11. Other comments:** None.

**Date:** 01/19/05 / dma

**Document:** G:\Ga Sessions\2005 Session\2005 Fis\Hb2371.Doc

cc: Secretary of Commerce and Trade