

Department of Planning and Budget
2005 Fiscal Impact Statement

1. Bill Number HB2371

House of Origin ☐ Introduced ☐ Substitute ☐ Engrossed

Second House ☐ In Committee ☐ Substitute ☒ Enrolled

2. Patron Bryant

3. Committee Passed Both Houses

4. Title Unemployment compensation; misconduct; chronic absenteeism.

5. Summary/Purpose: This bill outlines the parameters for chronic absenteeism to be regarded as misconduct, which may result in disqualification for unemployment compensation benefits. Chronic absenteeism as misconduct includes chronic absenteeism or tardiness in deliberate violation of a known policy of the employer, or one or more unapproved absences following a written reprimand or warning related to more than one approved absence. The bill also states the Virginia Employment Commission may consider evidence of mitigating circumstances in determining whether misconduct occurred.

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: 03/07/05 / dma

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cc: Secretary of Commerce and Trade