

## Department of Planning and Budget 2012 Fiscal Impact Statement

**1. Bill Number:** HB1003

**House of Origin**    ☒ Introduced    ☐ Substitute    ☐ Engrossed  
**Second House**    ☐ In Committee    ☐ Substitute    ☐ Enrolled

**2. Patron:**        Ramadan

**3. Committee:** Committee Referral Pending

**4. Title:**        Human Rights Council; causes of action for discrimination.

**5. Summary:** Provides that no employer employing more than five but less than 20 persons shall discharge any such employee on the basis of age if the employee is 40 years of age or older. Currently, the protection against age discrimination applies to an employer employing more than five but less than 15 persons. Federal law applies to workplaces with 20 or more employees.

**6. Budget Amendment Necessary:** No

**7. Fiscal Impact Estimates:** None

**8. Fiscal Implications:** The Council on Human Rights indicates that this legislation has no fiscal impact.

According to the Department of Human Resource Management, it is unclear if this bill would result in any additional claims, and thus fiscal impact, to the Commonwealth.

**9. Specific Agency or Political Subdivisions Affected:** Council on Human Rights,  
Department of Human Resource Management

**10. Technical Amendment Necessary:** no

**11. Other Comments:** none

**Date:** 1/12/12

**Document:** G:\2012 FIS's\HB1003.DOC

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