

## **Department of Planning and Budget**

### **2014 Fiscal Impact Statement**

**1. Bill Number:** SB587

<b>House of Origin</b>	<input 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 checked="" type="checkbox"/> Enrolled

**2. Patron:** Barker

**3. Committee:** Passed Both Houses

**4. Title:** Virginia Human Rights Act; causes of action for age 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 the same protection to workplaces with 20 or more employees.

**6. Budget Amendment Necessary:** No.

**7. Fiscal Impact Estimates:** No fiscal impact.

**8. Fiscal Implications:** The provisions of the bill are not expected to create a cost to the state agencies.

**9. Specific Agency or Political Subdivisions Affected:** Department of Human Resource Management, Office of the Attorney General and Department of Law, and other State agencies.

**10. Technical Amendment Necessary:** No.

**11. Other Comments:** None.