

## Department of Planning and Budget

### 2015 Fiscal Impact Statement

1. **Bill Number:** HB2008

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

2. **Patron:** Kory

3. **Committee:** Commerce and Labor

4. **Title:** Paid sick days for employees; civil penalties.

5. **Summary:** Requires private employers to give to each full-time employee paid sick days, to be accrued at a rate of no less than one hour for every 30 hours worked. An employee would be entitled to use accrued sick days beginning on the ninetieth calendar day of employment. An employer may limit an employee's use of paid sick days to 24 hours or three days in each calendar year. The bill would require an employer to provide paid sick days, upon the request of the employee, for diagnosis, care, or treatment of health conditions of the employee or the employee's family member. The bill would prohibit an employer from discriminating or retaliating against an employee who requests paid sick days. The bill would require employers to satisfy specified posting and notice and recordkeeping requirements and would require the Commissioner of Labor and Industry (the Commissioner) to administer and enforce these requirements and to investigate alleged violations of these requirements. The bill would authorize the Commissioner to impose specified civil penalties for violations. The Commissioner or Attorney General would be authorized to bring an action to recover specified civil penalties against an offender, as well as attorney fees and costs. The measure would not apply to employees covered by a collective bargaining agreement that provides for paid sick days, nor would it lessen any other obligations of the employer to employees.

6. **Budget Amendment Necessary:** Yes, Item 110 (SB800/HB1400). See Item 8, below.

7. **Fiscal Impact Estimates:** Preliminary. See Item 8, below.

**Expenditure Impact:**

<i>Fiscal Year</i>	<i>Dollars</i>	<i>Positions</i>	<i>Fund</i>
2015			
2016	\$234,284	5.0	GF
2017	\$468,568	5.0	GF
2018	\$468,568	5.0	GF
2018	\$468,568	5.0	GF
2020	\$468,568	5.0	GF
2021	\$468,568	5.0	GF

8. **Fiscal Implications:** The above state expenditure impact reflects the bill's anticipated impact to the Department of Labor and Industry.

The bill requires the Department of Labor and Industry (DOLI) to begin enforcing paid sick leave beginning January 1, 2016. DOLI would need four additional officer positions to conduct inspections and one assistant compliance officer to assist and support the inspection activities. Currently, there is no law on paid leave in Virginia.

Based on the number of payment of wage claims DOLI receives (1,250) and the number of minimum wage claims the federal Wage and Hour Division conducts in the state (750), DOLI anticipates it will receive between 600 to 900 paid sick leave claims annually. In order to meet this workload, DOLI will need five (5) additional staff to enforce paid sick leave. The DOLI impact is for regulatory enforcement of the bill.

The Office of the Attorney General does not anticipate a fiscal impact from this bill.

Any revenue impact that may result from this bill is indeterminate. This bill establishes a civil penalty of up to \$1,000 for each violation. Civil penalties imposed and collected pursuant to this bill would be deposited to the general fund. Any revenue would depend on the number of employers who knowingly fail to provide sick leave to their employees and the amount of any civil penalties imposed for such violations.

**9. Specific Agency or Political Subdivisions Affected:** Department of Labor and Industry; Office of the Attorney General; court system.

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

**11. Other Comments:** SB1407 also requires private employers to give paid sick days to full-time employees.