

Department of Planning and Budget

2015 Fiscal Impact Statement

1. Bill Number: HB2361

House of Origin ☒ Introduced ☐ Substitute ☐ Engrossed

Second House ☐ In Committee ☐ Substitute ☐ Enrolled

2. Patron: Simon

3. Committee: Commerce and Labor

4. Title: Employees; jury duty.

5. Summary: Requires employers, including the Commonwealth and localities, to provide to employees summoned to serve on jury duty the protections set forth in § 18.2-465.1. With certain exceptions, the employee is entitled to his usual compensation for periods he is excused, though the employer may deduct from such compensation any payments the employee receives for the jury service. The measure creates a private cause of action for an employee who is discharged, demoted, or suspended in violation of these provisions.

6. Budget Amendment Necessary: No.

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

8. Fiscal Implications: It is anticipated that any expenditure impact to the Department of Labor and Industry can be absorbed with existing resources. The bill does not require enforcement but DOLI expects the agency will respond to inquiries.

According to the Department of Human Resource Management (DHRM), this bill should have no fiscal impact on state government employees. Those employees covered by the Virginia Personnel Act are already eligible for Civil and Work Related Leave when summoned to serve jury duty. DHRM's related policy provides for compensation consistent with the proposed legislation and comports to other sections of § 18.2-465.1 governing reimbursements for expenses.

9. Specific Agency or Political Subdivisions Affected: Department of Labor and Industry; Department of Human Resource Management; localities; court system.

10. Technical Amendment Necessary: Yes. Line 23, strike "employee" and insert "employer".

11. Other Comments: None.