

Department of Planning and Budget 2018 Fiscal Impact Statement

1. Bill Number: HB243

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|------------------------|--|-------------------------------------|------------------------------------|
| House of Origin | <input checked="" type="checkbox"/> Introduced | <input type="checkbox"/> Substitute | <input type="checkbox"/> Engrossed |
| Second House | <input type="checkbox"/> In Committee | <input type="checkbox"/> Substitute | <input type="checkbox"/> Enrolled |

2. Patron: Jones, J.C.

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 Title 18.2, Crimes and Offenses Generally. 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. No Fiscal Impact

8. Fiscal Implications: According to the Department of Human Resource Management, state human resource policy 4.05 (Civil and Work-Related Leave) addresses the provisions included in the proposed legislation; therefore, the proposed legislation is not expected to have a state fiscal impact.

According to the Department of Labor and Industry (DOLI), the agency may receive some contacts concerning the provisions of this bill, but DOLI will be able to respond using its current resources.

9. Specific Agency or Political Subdivisions Affected: All state agencies and localities.

10. Technical Amendment Necessary: No.

11. Other Comments: None.