

## **Department of Planning and Budget 2019 Fiscal Impact Statement**

**1. Bill Number:** HB1792

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

**2. Patron:** VanValkenburg

**3. Committee:** Commerce and Labor

**4. Title:** Employment; covenants not to compete, low-wage employees.

**5. Summary:** Prohibits an employer from entering into a covenant not to compete with any of its low-wage employees. The measure declares that covenants not to compete entered into by an employer and a low-wage employee are contrary to public policy and are void and unenforceable. The measure defines a low-wage employee as one whose average weekly earnings are less than the average weekly wage of the Commonwealth.

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

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

**8. Fiscal Implications:** It is anticipated that this bill will not result in a fiscal impact to the Department of Labor and Industry as the Department has no enforcement responsibilities associated with this bill.

**9. Specific Agency or Political Subdivisions Affected:** Department of Labor and Industry.

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

**11. Other Comments:** None.