

Department of Planning and Budget

2020 Fiscal Impact Statement

1. Bill Number: HB1252

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

2. Patron: Scott

3. Committee: Labor and Commerce

4. Title: Apprenticeship program; discrimination.

5. Summary: This bill prohibits a sponsor of a registered apprenticeship program from discriminating against an apprentice or applicant for apprenticeship on the basis of race, color, religion, national origin, sex, sexual orientation, age, genetic information, or disability. The measure conforms Virginia's apprenticeship nondiscrimination requirements to those required for state apprenticeship agencies pursuant to federal Office of Apprenticeship regulations adopted in 2016. The bill also provides that it shall not be an unlawful practice for an employer to fail or refuse to hire and employ any individual for any position in a registered apprenticeship program, or for any registered apprenticeship program to fail or refuse to accept or admit any individual to any registered apprenticeship program, if the occupancy of such position, or access to the premises in or upon which any part of the duties of such position is performed or is to be performed, is subject to any requirement imposed in the interest of the national security of the United States under any security program in effect pursuant to or administered under any statute of the United States or any Executive Order of the President and such individual has not fulfilled or has ceased to fulfill any requirement set forth in subdivision.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: Preliminary, see item 8.

8. Fiscal Implications: The Department of Labor and Industry (DOLI) anticipates that this bill will result in an expenditure impact associated with updating sponsor agreements to meet the provisions of the bill, which the agency can absorb within existing resources.

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

10. Technical Amendment Necessary: No.

11. Other Comments: None.