

## Department of Planning and Budget 2021 Fiscal Impact Statement

**1. Bill Number:** HB1754

<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:** Carter

**3. Committee:** Labor and Commerce

**4. Title:** Employer or other person; retaliatory discharge of employee prohibited.

**5. Summary:** Prohibits an employer or other person from discharging or taking other retaliatory action against an employee if such action is motivated by the knowledge or belief that the employee has filed a claim or taken or intends to take certain actions under the Virginia Workers' Compensation Act. Currently, retaliatory discharges are prohibited only if the employer discharges an employee solely because the employee has taken or intends to take such an action.

**6. Budget Amendment Necessary:** Indeterminate – see Item 8.

**7. Fiscal Impact Estimates:** Indeterminate – see Item 8.

**8. Fiscal Implications:** According to the Department of Human Resource Management, there is a potential for some effect of an unfounded claim on the Workers' Compensation System; however, the claim would likely not result in an increase in claims volume for the workers' compensation program.

The Virginia Workers' Compensation Commission does not expect the bill would create a fiscal impact.

The fiscal impact for the Department of Labor and Industry is unknown at this time. When the information becomes available, the fiscal impact statement will be amended to include the agency's comments.

**9. Specific Agency or Political Subdivisions Affected:** Department of Human Resource Management, Virginia Workers' Compensation Commission, and Department of Labor and Industry

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

**11. Other Comments:** None.