

Department of Planning and Budget 2008 Fiscal Impact Statement

1. Bill Number: SB339

House of Origin	<u>X</u>	Introduced	<u> </u>	Substitute	<u> </u>	Engrossed
Second House	<u> </u>	In Committee	<u> </u>	Substitute	<u> </u>	Enrolled

2. Patron: Cuccinelli

3. Committee: Commerce and Labor

4. Title: **Unemployment compensation; not speaking English is misconduct.**

5. Summary: The bill provides that an employee's inability or refusal to speak English at the workplace, in violation of a known policy of the employer, constitutes misconduct. An individual who is found by the Virginia Employment Commission to have been discharged for misconduct connected with his work is disqualified from receiving unemployment compensation benefits. The commission may consider evidence of mitigating circumstances in determining whether misconduct occurred.

6. Fiscal Impact Estimates: The bill does not have a fiscal impact.

7. Budget Amendment Necessary: No.

8. Fiscal Implications: None.

9. Specific Agency or Political Subdivisions Affected: Virginia Employment Commission.

10. Technical Amendment Necessary: No.

11. Other Comments: None.

Date: 1/15/2008 dpbkbs

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cc: Secretary of Commerce and Trade