

Department of Planning and Budget 2013 Fiscal Impact Statement

1. Bill Number: HB1368

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: Scott

3. Committee: Commerce and Labor

4. Title: Jury duty; requires employer to excuse an employee for each day of service that exceeds three hours

5. Summary: Requires employers, including the Commonwealth and localities, to excuse an employee from employment for each day the employee's service as a juror exceeds three hours. The requirement applies when an employee is summoned for jury duty in a federal or state court and provides his immediate supervisor, on the next working day after receiving the summons, with the original or a photocopy of the summons. With certain exceptions, the employee is entitled to his usual compensation for periods he is excused, though the employer may deduct any compensation the employee receives for the jury service. Employers may not discharge or discriminate against an employee for jury duty if the required notice was given. An employee who is discharged, demoted, or suspended in violation of these provisions may seek reinstatement and reimbursement for lost wages and benefits and recovery of attorney fees and court costs.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: No Impact.

8. Fiscal Implications: The provisions of this bill are should not have any impact to state agencies as the majority of its provisions are already included in current policies. To the extent that local policies differ, this bill may impact local governments.

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

10. Technical Amendment Necessary: No.

11. Other Comments: N/A

Date: 1/15/12