

## **Department of Planning and Budget**

### **2014 Fiscal Impact Statement**

**1. Bill Number:** HB474

<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:** McQuinn

**3. Committee:** General Laws

**4. Title:** Virginia Human Rights Act; childbirth or related medical conditions.

**5. Summary:** Provides that no employer may discharge any employee on the basis of childbirth or related medical conditions, including lactation. Currently, the protection against discrimination on the basis of childbirth or related medical conditions applies to an employer employing more than five but less than 15 persons.

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

**7. Fiscal Impact Estimates:** No fiscal impact.

**8. Fiscal Implications:** The provisions of the bill are not expected to create a significant cost to State agencies.

**9. Specific Agency or Political Subdivisions Affected:** State agencies.

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

**11. Other Comments:** None.