

Department of Planning and Budget

2018 Fiscal Impact Statement

1. Bill Number: HB223

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: Paul E.Krizek

3. Committee: Courts of Justice, Subcommittee #2

4. Title: Virginia Human Rights Act; limitations on causes of action.

5. Summary: Allows courts to award front pay in addition to back pay as damages for discharging an employee in violation of the Virginia Human Rights Act (§ 2.2-3900 et seq.). The bill also removes the time period limitation on the amount of back pay awarded, allows courts to increase or diminish the award if the court finds that either party engaged in delay tactics, and increases the cap on attorney fees awarded from 25 percent of the back pay awarded to 40 percent of the back pay and front pay awarded.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: None

8. Fiscal Implications: No fiscal impact is expected to state agencies.

9. Specific Agency or Political Subdivisions Affected: Attorney General and Department of Law, Courts.

10. Technical Amendment Necessary: No.

11. Other Comments: