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**HOUSE BILL NO. 581****AMENDMENT IN THE NATURE OF A SUBSTITUTE**(Proposed by the Senate Committee on General Laws and Technology  
on February 27, 2020)

(Patron Prior to Substitute—Delegate Guzman)

*A BILL to amend and reenact §§ 2.2-1201 and 51.1-1101 of the Code of Virginia and to amend the Code of Virginia by adding in Chapter 12 of Title 2.2 a section numbered 2.2-1211, relating to the Department of Human Resource Management; required online training for diversity and cultural competency.*

**Be it enacted by the General Assembly of Virginia:**

**1. That §§ 2.2-1201 and 51.1-1101 of the Code of Virginia are amended and reenacted and that the Code of Virginia is amended by adding in Chapter 12 of Title 2.2 a section numbered 2.2-1211 as follows:**

**§ 2.2-1201. Duties of Department; Director.**

A. The Department shall have the following duties:

1. Make recommendations to the Governor regarding the establishment and maintenance of a classification plan for the service of the Commonwealth, and recommend necessary amendments thereto.

2. Make recommendations to the Governor regarding the establishment and administration of a compensation plan for all employees, and recommend necessary amendments thereto.

3. Design and maintain a personnel information system that shall support the operational needs of the Department and of state agencies, and that shall provide for the management information needs of the Governor, his secretaries, and the General Assembly. The system shall provide at a minimum a roster of all employees in the service of the Commonwealth, in which there shall be set forth as to each employee, the employing agency, the class title, pay, status and such other data as may be deemed desirable to produce significant facts pertaining to personnel administration.

4. Establish and direct a program of employee-management relations designed to improve communications between employees and agencies of the Commonwealth.

5. Establish and administer a system of performance evaluation for all employees in the service of the Commonwealth, based on the quality of service rendered, related where practicable to specific standards of performance. In no event shall workers' compensation leave affect the total number of hours credited during a performance cycle for purposes of calculating incentive increases in salary based on such performance evaluations.

6. Establish and administer a system of recruitment designed to attract high quality employees to the service of the Commonwealth. In administering this system, applicants shall be rated on the basis of relative merit and classified in accordance with their suitability for the various classes of positions in the service of the Commonwealth, and a record thereof shall be maintained in the open register.

7. Design and utilize an application form which shall include, but not be limited to, information on prior volunteer work performed by the applicant.

8. Establish and administer a comprehensive and integrated program of employee training and management development.

9. *In coordination with the Governor or his designee, develop an online training module addressing diversity and cultural competency that shall be available for use by all employees and agencies of the Commonwealth. Such training module shall include (i) information related to race, ethnicity, disabilities, gender, religion, and other protected classes under state law; (ii) strategies to create an inclusive and equitable culture; (iii) strategies to ensure equity and inclusion in state employee recruitment and hiring; and (iv) strategies to ensure that state employees provide equitable, competent, and welcoming services to all persons.*

10. Establish and administer a program of evaluation of the effectiveness of performance of the personnel activities of the agencies of the Commonwealth.

~~10- 11.~~ Establish and administer a program to ensure equal employment opportunity to applicants for state employment and to state employees in all incidents of employment.

~~11- 12.~~ Establish and administer regulations relating to disciplinary actions; however, no disciplinary action shall include the suspension without pay for more than 10 days of any state employee who is under investigation without a hearing conducted either by a level of supervision above the employee's immediate supervisor or by his agency head.

~~12- 13.~~ Adopt and implement a centralized program to provide awards to employees who propose procedures or ideas that are adopted and that will result in eliminating or reducing state expenditures or improving operations, provided such proposals are placed in effect. The centralized program shall be designed to (i) protect the identity of the individual making the proposal while it is being evaluated for

60 implementation by a state agency, (ii) publicize the acceptance of proposals and financial awards to state  
61 employees, and (iii) include a reevaluation process that individuals making proposals may access if their  
62 proposals are rejected by the evaluating agency. The reevaluation process must include individuals from  
63 the private sector. State employees who make a suggestion or proposal under this section shall receive  
64 initial confirmation of receipt within 30 days. A determination of the feasibility of the suggestion or  
65 proposal shall occur within 60 days of initial receipt.

66 ~~13.~~ 14. Develop state personnel policies and, after approval by the Governor, disseminate and  
67 interpret state personnel policies and procedures to all agencies. Such personnel policies shall permit an  
68 employee, with the written approval of his agency head, to substitute (i) up to 33 percent of his accrued  
69 paid sick leave, (ii) up to 100 percent of any other paid leave, or (iii) any combination of accrued paid  
70 sick leave and any other paid leave for leave taken pursuant to the Family and Medical Leave Act of  
71 1993 (29 U.S.C. § 2601 et seq.). On and after December 1, 1999, such personnel policy shall include an  
72 acceptable use policy for the Internet. At a minimum, the Department's acceptable use policy shall  
73 contain provisions that (i) prohibit use by state employees of the Commonwealth's computer equipment  
74 and communications services for sending, receiving, viewing, or downloading illegal material via the  
75 Internet and (ii) establish strict disciplinary measures for violation of the acceptable use policy. An  
76 agency head may supplement the Department's acceptable use policy with such other terms, conditions,  
77 and requirements as he deems appropriate. The Director of the Department shall have the final authority  
78 to establish and interpret personnel policies and procedures and shall have the authority to ensure full  
79 compliance with such policies. However, unless specifically authorized by law, the Director of the  
80 Department shall have no authority with respect to the state grievance procedures.

81 ~~13a.~~ 14a. Develop state personnel policies, with the approval of the Governor, that permit any  
82 full-time state employee who is also a member of the organized reserve forces of any of the armed  
83 services of the United States or of the Virginia National Guard to carry forward from year to year the  
84 total of his accrued annual leave time without regard to the regulation or policy of his agency regarding  
85 the maximum number of hours allowed to be carried forward at the end of a calendar year. Any amount  
86 over the usual amount allowed to be carried forward shall be reserved for use only as leave taken  
87 pursuant to active military service as provided by § 2.2-2903.1. Such leave and its use shall be in  
88 addition to leave provided under § 44-93. Any leave carried forward for the purposes described  
89 remaining upon termination of employment with the Commonwealth or any department, institution or  
90 agency thereof that has not been used in accordance with § 2.2-2903.1 shall not be paid or credited in  
91 any way to the employee.

92 ~~13b.~~ 14b. Develop state personnel policies that provide break time for nursing mothers to express  
93 breast milk. Such policies shall require an agency to provide (i) a reasonable break time for an  
94 employee to express breast milk for her nursing child after the child's birth each time such employee has  
95 need to express the breast milk and (ii) a place, other than a bathroom, that is shielded from view and  
96 free from intrusion from coworkers and the public and that may be used by an employee to express  
97 breast milk. Such break time shall, if possible, run concurrently with any break time already provided to  
98 the employee. An agency shall not be required to compensate an employee receiving reasonable break  
99 time for any work time spent for such purpose. For purposes of this subdivision, "reasonable," with  
100 regard to break time provided for nursing mothers to express breast milk, means a break time that  
101 complies with the guidance for employers in assessing the frequency and timing of breaks to express  
102 breast milk set forth in the U.S. Department of Labor's Request for Information RIN 1235-ZA00, 75  
103 Federal Register 80073 (December 21, 2010).

104 ~~14.~~ 15. Ascertain and publish on an annual basis, by agency, the number of employees in the service  
105 of the Commonwealth, including permanent full-time and part-time employees, those employed on a  
106 temporary or contractual basis, and constitutional officers and their employees whose salaries are funded  
107 by the Commonwealth. The publication shall contain the net gain or loss to the agency in personnel  
108 from the previous fiscal year and the net gains and losses in personnel for each agency for a three-year  
109 period.

110 ~~15.~~ 16. Submit a report to the members of the General Assembly on or before September 30 of each  
111 year showing (i) the total number of full-time and part-time employees, (ii) contract temporary  
112 employees, (iii) hourly temporary employees, and (iv) the number of employees who voluntarily and  
113 involuntarily terminated their employment with each department, agency or institution in the previous  
114 fiscal year.

115 ~~16.~~ 17. Administer the workers' compensation insurance plan for state employees in accordance with  
116 § 2.2-2821.

117 ~~17.~~ 18. Work jointly with the Department of General Services and the Virginia Information  
118 Technologies Agency to develop expedited processes for the procurement of staff augmentation to  
119 supplement salaried and wage employees of state agencies. Such processes shall be consistent with the  
120 Virginia Public Procurement Act (§ 2.2-4300 et seq.). The Department may perform contract  
121 administration duties and responsibilities for any resulting statewide augmentation contracts.

B. The Director may convene such ad hoc working groups as the Director deems appropriate to address issues regarding the state workforce.

**§ 2.2-1211. Required diversity and cultural competency training.**

*All state employees commencing or recommencing employment with the Commonwealth on or after January 1, 2021, shall complete an online diversity and cultural competency training module provided by the Department pursuant to subdivision A 9 of § 2.2-1201 within 90 days of commencing or recommencing such employment. Each state agency shall maintain records showing that each employee has completed the training required by this section and the date on which such training was completed.*

**§ 51.1-1101. Sickness and disability program; disability insurance policies.**

A. The Board shall develop, implement, and administer a sick leave, short-term disability, and long-term disability benefits program in accordance with the provisions of this chapter. The Board is authorized to delegate or assign to any person any of the duties required to be performed by the Board pursuant to this chapter. The Board is authorized to purchase long-term disability insurance policies for participating employees. The policies shall be purchased from and carried with a disability insurance company which is authorized to do business in the Commonwealth. Each policy shall contain a provision stipulating the maximum expense and risk charges that are determined by the Board to be on a basis consistent with the general level of charges made by disability insurance companies under policies of long-term disability insurance issued to large employers. The Board may require that the policies have reinsurance with a disability insurance company incorporated or organized under the laws of and authorized to do business in the Commonwealth. This section is not intended to abrogate the final authority of the Director of the Department of Human Resource Management under subdivision A 14 of § 2.2-1201 to establish and interpret personnel policy and procedures, such as the sick leave policy.

B. Notwithstanding the provisions of subsection A, the Board may self-insure long-term disability benefits in accordance with the standards set forth in § 51.1-124.30.

**2. That the Department of Human Resource Management shall develop an online training module addressing diversity and cultural competency that shall be available by January 1, 2021, for use by all employees and agencies of the Commonwealth.**

**3. That any person employed with the Commonwealth on January 1, 2021, shall complete the training required by § 2.2-1211 of the Code of Virginia, as created by this act, no later than April 1, 2021.**