

Department of Planning and Budget 2020 Fiscal Impact Statement

1. Bill Number: HB1228

House of Origin	<input type="checkbox"/> Introduced	<input checked="" type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
Second House	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

2. Patron: Tran

3. Committee: Passed House

4. Title: Fair Employment Contracting Act; sexual harassment policy.

5. Summary: This bill requires contracting agencies that employ more than five employees and that enter into government contracts of over \$10,000 to include a provision in the contract requiring (i) the contractor to provide training on the contractor's sexual harassment policy to all supervisors and employees providing services in the Commonwealth that have not received such training or any sexual harassment training required by the Department of Human Resource Management within the year in which the contract is signed and (ii) that the contractor agree to post the contractor's sexual harassment policy in (a) a conspicuous public place in each building located in the Commonwealth owned or leased by the contractor for business purposes or (b) the contractor's employee handbook.

This bill, as amended, directs the Department of Human Resource Management to develop procedures for (i) determining whether an employee of a contractor with state government spends significant time working with or in close proximity to state employees and (ii) if so, requiring such contractor employee to take any sexual harassment training also required of state employees if the contractor employee has not received such training within the calendar year in which he begins work on the contract.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: Preliminary, see item 8.

8. Fiscal Implications: The Department of Labor and Industry indicates that this bill will not impact the work of the agency.

The Department of Human Resource Management (DHRM) anticipates that the cost of developing the required procedures and communicating the requirements to all state agencies is expected to be minimal and can be absorbed within the agency's existing staff resources.

9. Specific Agency or Political Subdivisions Affected: Department of Labor and Industry; Department of Human Resource Management; state agencies.

10. Technical Amendment Necessary: No.

11. Other Comments: None.