

## **Department of Planning and Budget**

### **2020 Fiscal Impact Statement**

**1. Bill Number:** HB1512

<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:** Delores L. McQuinn

**3. Committee:** General Laws

**4. Title:** Virginia Human Rights Act; pregnancy, childbirth, or related medical conditions; causes of action.

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

**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

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

**11. Other Comments:**