

Department of Planning and Budget 2020 Fiscal Impact Statement

1. **Bill Number:** HB417

House of Origin ☒ Introduced ☐ Substitute ☐ Engrossed
Second House ☐ In Committee ☐ Substitute ☐ Enrolled

2. **Patron:** Cole, J.G.

3. **Committee:** Labor and Commerce

4. **Title:** Employment; requiring the purchase or provision of materials.

5. **Summary:** This bill prohibits any employer, including state or local government, from requiring any employee to purchase from the employer or any other person necessary or required for the employee to perform or complete the work for which he was hired. The measure also prohibits an employer from (i) requiring any employee to furnish, use, or provide at the employee's expense any necessary materials; (ii) deducting the cost or value of any necessary materials provided by the employer from the employee's wages or salary; or (iii) discharging or taking retaliatory action against an employee for certain actions related to a violation.

6. **Budget Amendment Necessary:** Yes, HB30/SB30, Item 400 (Department of Corrections), Item 423 (Department of Juvenile Justice), and Item 387 (Virginia Marine Resources Commission). See Item 8, below.

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

Expenditure Impact: Department of Corrections:

<i>Fiscal Year</i>	<i>Dollars</i>	<i>Positions</i>	<i>Fund</i>
2020	N/A	N/A	N/A
2021	\$2,039,790	N/A	GF
2022	\$2,039,790	N/A	GF
2023	\$2,039,790	N/A	GF
2024	\$2,039,790	N/A	GF
2025	\$2,039,790	N/A	GF
2026	\$2,039,790	N/A	GF

Expenditure Impact: Department of Juvenile Justice:

<i>Fiscal Year</i>	<i>Dollars</i>	<i>Positions</i>	<i>Fund</i>
2020	N/A	N/A	N/A
2021	\$58,128	N/A	GF
2022	\$58,128	N/A	GF
2023	\$58,128	N/A	GF

2024	\$58,128	N/A	GF
2025	\$58,128	N/A	GF
2026	\$58,128	N/A	GF

Expenditure Impact: Virginia Marine Resources Commission:

<i>Fiscal Year</i>	<i>Dollars</i>	<i>Positions</i>	<i>Fund</i>
2020	N/A	N/A	N/A
2021	\$8,772	N/A	GF
2022	\$2,000	N/A	GF
2023	\$2,000	N/A	GF
2024	\$2,000	N/A	GF
2025	\$2,000	N/A	GF
2026	\$2,000	N/A	GF

- 8. Fiscal Implications:** It is anticipated that this bill will not result in a fiscal impact to the Department of Labor and Industry (DOLI).

The Department of Corrections estimates that it would cost the agency \$2,039,790 to provide shoes, socks, and tee-shirts, which are required apparel, for 7,792 uniformed security officers. The Department of Juvenile Justice estimates that it would cost the agency \$58,128 to provide security officer-related apparel and accessories.

The Department of Behavioral Health and Developmental Services indicates that some employees are required to wear scrubs, which are purchased by the employee and not by the facility. The impact of requiring each facility to supply the required scrubs is indeterminate at this time

The Department of Social Services indicates that based on space planning, there is a possibility that up to about 35% of its state employees may need to telework at least a portion of the week. Currently, DSS provides reimbursement for use of personal telephones for work for some, but not necessarily for all of those who telework occasionally. As local departments of social services are employees of the localities, use of personal items (such as cell phones), if any, will vary by locality.

The Virginia Marine Resource Commission (VMRC) indicates that it has two mechanics that work on the Marine Life Regulation Enforcement Service Area that currently provide their own hand tools for the mechanic work on vessels and trailers. The cost of these tools per mechanic is \$4,361 for a complete set. Should both mechanics require a full set to be supplied by the agency the total cost would be \$8,722. While most tools are durable and will not require yearly replacement, the power tools will need to be periodically replaced as they break. VMRC estimates a minimal cost per year of \$2,000 for those replacements.

It is anticipated that this bill will not result in a fiscal impact to the Department of Forestry (DOF). DOF provides a stipend for clothing and boots for its foresters and firefighting staff. The agency pays for the equipment, vehicles, tools, and gear used by staff.

9. Specific Agency or Political Subdivisions Affected: Department of Labor and Industry; Department of Corrections; Department of Juvenile Justice; Department of Behavioral Health and Developmental Services; Department of Social Services; Virginia Marine Resource Commission; courts.

10. Technical Amendment Necessary: No.

11. Other Comments: None.