

Department of Planning and Budget 2023 Fiscal Impact Statement

1. **Bill Number:** HB2003

House of Origin ☒ Introduced ☐ Substitute ☐ Engrossed

Second House ☐ In Committee ☐ Substitute ☐ Enrolled

2. **Patron:** Krizek

3. **Committee:** Commerce and Energy

4. **Title:** Employment; training and education; sexual harassment and workplace discrimination.

5. **Summary:** Requires each employer with 50 or more employees, including the Commonwealth and its agencies, institutions, and political subdivisions, to provide annual interactive training and education regarding sexual harassment and workplace discrimination by January 1, 2024. The bill includes specific training and education requirements for supervisory and nonsupervisory employees, seasonal and temporary employees who are hired to work for less than six months, and migrant and seasonal agricultural workers. The training and education required under the bill must be provided by an educator or human resources professional with knowledge and expertise in the subject matter and must include a method for employees to electronically save a certificate of completion of such training and education. The bill requires the Department of Labor and Industry to make online courses for the required training available on its website beginning January 1, 2024.

6. **Budget Amendment Necessary:** Yes, Item 396 of HB1400/SB800.

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

7a. Expenditure Impact, Alcoholic Beverage Control Authority:

<i>Fiscal Year</i>	<i>Dollars</i>	<i>Positions</i>	<i>Fund</i>
2024	100,000	-	NGF
2025	100,000	-	NGF
2026	100,000	-	NGF
2027	100,000	-	NGF
2028	100,000	-	NGF
2029	100,000	-	NGF
2030	100,000	-	NGF

8. **Fiscal Implications:** The Department of Labor and Industry would be responsible for enforcement of this law and for providing online training courses. Fiscal impact estimates are not yet available from the department.

Virginia Alcoholic Beverage Control Authority estimates that hourly wage employees will need to work one additional hour per year to participate in training, resulting in an annual cost of \$65,700. Additional administrative and overhead costs associated with training will result in \$34,300, for an agency total of \$100,000 annually.

The Fort Monroe Authority, the Department of Energy, Virginia Tourism Corporation, the Department of Juvenile Justice, and Department of Health Professions anticipate that any costs can be incurred within existing resources.

- 9. Specific Agency or Political Subdivisions Affected:** Department of Labor and Industry, Virginia Alcoholic Beverage Control Authority, all other agencies and localities.

10. Technical Amendment Necessary: No

11. Other Comments: None