

Department of Planning and Budget 2024 Session Fiscal Impact Statement

1. Bill Number: HB938

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

2. Patron: LeVere Bolling

3. Committee: Labor and Commerce

4. Title: Unemployment insurance; benefit eligibility conditions; lockout exception to labor dispute.

5. Summary: Amends the Virginia Unemployment Compensation Act's labor dispute disqualification to provide that a lockout by an employer shall not constitute a labor dispute and that locked-out employees who are otherwise eligible for benefits shall receive such benefits unless (i) the recognized or certified collective bargaining representative of the locked-out employees refuses to meet under reasonable conditions with the employer to discuss the issues giving rise to the lockout, (ii) there is a final adjudication under the federal National Labor Relations Act that such representative has refused to bargain in good faith with the employer, or (iii) the lockout is the direct result of such representative's violation of an existing collective bargaining agreement.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: Indeterminate.

8. Fiscal Implications: This bill will create a new provision for claimants to be eligible for unemployment insurance; however, the degree to which claims are filed related to these actions cannot be determined. According to the Virginia Employment Commission, to the extent claims are paid under this provision, the employer would be liable for taxes related to these claims.

9. Specific Agency or Political Subdivisions Affected: Virginia Employment Commission.

10. Technical Amendment Necessary: No.

11. Other Comments: SB542 is the companion to this bill.