

**Department of Planning and Budget  
2022 Fiscal Impact Statement**

**1. Bill Number:** SB465

**House of Origin**     Introduced     Substitute     Engrossed  
**Second House**     In Committee     Substitute     Enrolled

**2. Patron:**    Surovell

**3. Committee:** Rules

**4. Title:**    Employee protections; candidacy for or service in the General Assembly.

**5. Summary:** Prohibits an employer from discharging, disciplining, threatening, discriminating against, or penalizing an employee, or taking other retaliatory action regarding an employee's compensation, terms, conditions, location, or privileges of employment, because the employee is a candidate for the General Assembly or serves as a member of the General Assembly. The bill provides that a person who alleges a violation of this prohibition may bring a civil action seeking injunctive relief, reinstatement, and compensation for lost wages, benefits, and other remuneration.

**6. Budget Amendment Necessary:** No

**7. Fiscal Impact Estimates:** Preliminary, Indeterminate. See Item 8.

**8. Fiscal Implications:** Impact estimates from the Department of Labor and Industry are not yet available. The Department of Human Resource Management anticipates this bill will not have a direct impact on state agencies, and that any indirect impact to state agencies is indeterminate.

**9. Specific Agency or Political Subdivisions Affected:** Department of Labor and Industry, courts

**10. Technical Amendment Necessary:** No

**11. Other Comments:** None