

Department of Planning and Budget 2024 Session Fiscal Impact Statement

1. Bill Number: SB570

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

2. Patron: Ebbin

3. Committee: General Laws and Technology

4. Title: Virginia Human Rights Act; definitions of "person" and "employer."

5. Summary: Waives the Commonwealth's sovereign immunity to a civil action under the definition of "person" in relevant law and makes the waiver retroactive to July 1, 2020. The bill also expands the definition of "employer" as it relates to the requirement to provide reasonable accommodation for persons with disabilities under the Virginia Human Rights Act to include any government or political subdivision, or agent of such government or political subdivision, employing more than five employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year. The bill also reduces the number of employees from 15 to six for the definition of employer of domestic workers.

6. Budget Amendment Necessary: Yes, Item 53.

7. Fiscal Impact Estimates: Preliminary – See Item 8.

8. Fiscal Implications: This bill will make the Virginia Human Rights Act applicable to state agencies. The Office of the Attorney General and Department of Law (OAG) indicates under this bill the Office of Civil Rights will be required to receive, investigate, and litigate complaints against Commonwealth agencies, including universities. Due to an expected expansion in the number of complaints, OAG estimates they will need four attorneys (including one senior attorney) at a cost of \$140,752 each and \$187,843 per year respectively. They will also need four investigators at \$106,480 each per year, three intake specialists at \$91,634 each per year, three administrative personnel at \$104,152 each per year. This is approximately \$1,763,379 for the 14 positions per year.

9. Specific Agency or Political Subdivisions Affected: Office of the Attorney General and Department of Law, all state agencies

10. Technical Amendment Necessary: No.

11. Other Comments: None.

Date: 1/30/2024