

## Department of Planning and Budget

### 2022 Fiscal Impact Statement

**1. Bill Number:** HB1020

House of Origin	<input checked="" type="checkbox"/>	Introduced	<input type="checkbox"/>	Substitute	<input type="checkbox"/>	Engrossed
Second House	<input type="checkbox"/>	In Committee	<input type="checkbox"/>	Substitute	<input type="checkbox"/>	Enrolled

**2. Patron:** Tran

**3. Committee:** Committee General Laws

**4. Title:** Secretary of Administration; state agencies; telecommuting and alternative work schedules policy.

**5. Summary:** Provides that the statewide telecommuting and alternative work schedule policy established by the Secretary of Administration and such policies developed by each state agency, as required by the statewide policy, shall specify that it is an unlawful discriminatory practice for a state agency to refuse to allow an otherwise qualified person with a disability to telecommute or participate in alternative work schedules as a form of reasonable accommodation. The bill also requires the Secretary to convene an interagency work group to identify model policies from both the public and private sector, to be made publicly available for all businesses in the Commonwealth, that enable persons with disabilities to participate in the Commonwealth's workforce through telecommuting and alternative work schedules. Finally, the bill (i) prohibits state agencies from including the number of otherwise qualified persons with a disability who are allowed to telecommute as a form of reasonable accommodation in annual percentage targets for the number of positions eligible for telecommuting or alternative work schedules and (ii) requires state agencies, in their report to the Secretary on the status and efficiency of telecommuting and participating in alternative work schedule and with regard to specific related budget requests, to separately identify such required information and data for (a) otherwise qualified persons with a disability who telecommute as a form of reasonable accommodation and (b) all other eligible employees.

**6. Budget Amendment Necessary:** No

**7. Fiscal Impact Estimates:** See item 8.

**8. Fiscal Implications:** This bill adds certain provisions which are to be included in the statewide telecommuting and alternative work schedule policy for state agencies. These additions are not expected to generate a fiscal impact. This legislation also directs the Secretary of Administration to establish an interagency work group to identify model policies that enable persons with disabilities to participate in the Commonwealth's workforce through telecommuting and alternative work schedules. The fiscal impact of the work group is indeterminate but is expected to have minimal financial impact to the agencies designated to participate and can be absorbed within current resources.

**9. Specific Agency or Political Subdivisions Affected:** Secretary of Administration, Secretary of Commerce and Trade, Secretary of Labor, Department for the Blind and Vision Impaired, Department for Aging and Rehabilitative Services, Department for the Deaf and Hard of Hearing, and the Virginia Board for People with Disabilities,

**10. Technical Amendment Necessary:** No

**11. Other Comments:** None