

## Department of Planning and Budget 2022 Fiscal Impact Statement

**1. Bill Number:** HB1173

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

**2. Patron:** Ware

**3. Committee:** Passed the House

**4. Title:** Fair Labor Standards Act; overtime; employer liability.

**5. Summary:** Replaces the current provisions of the Virginia Overtime Wage Act with the provision that any employer that violates the overtime wage requirements of the federal Fair Labor Standards Act, and any related laws and regulations, shall be liable to its employee for remedies or other relief available under the Fair Labor Standards Act.

**6. Budget Amendment Necessary:** No

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

**8. Fiscal Implications:** This fiscal impact statement is preliminary.

The Department of Human Resource Management anticipates that potential violations of the act could result in indeterminate expenditure impacts.

Impact estimates from the Department of Labor and Industry are not yet available.

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

**10. Technical Amendment Necessary:** No

**11. Other Comments:** This bill is the companion to SB631, as introduced.