

Department of Planning and Budget

2022 Fiscal Impact Statement

1. **Bill Number:** HB510

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

2. **Patron:** March

3. **Committee:** Commerce and Energy

4. **Title:** Employer medical mandates; cause of action.

5. **Summary:** Provides for a cause of action for any employee that suffers any adverse reaction or injury sustained by reason of a medical mandate, defined in the bill, issued by the employer as a condition of employment. The bill provides that in any such action the employee may recover compensatory damages, punitive damages, and reasonable attorney fees and costs.

6. **Budget Amendment Necessary:** Yes, item 61 of HB30/SB30 as introduced.

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

7a. Expenditure Impact:

<i>Fiscal Year</i>	<i>Dollars</i>	<i>Positions</i>	<i>Fund</i>
2023	\$1,074,488	8.0	GF
2024	\$1,074,488	8.0	GF
2025	\$1,074,488	8.0	GF
2026	\$1,074,488	8.0	GF
2027	\$1,074,488	8.0	GF
2028	\$1,074,488	8.0	GF

8. **Fiscal Implications:** If adopted as introduced, the Office of Attorney General (OAG) anticipates an increased workload defending the Commonwealth of Virginia in lawsuits filed by employees of the Commonwealth. The OAG anticipates that this bill could create an influx of legal action related to COVID-19 vaccination and testing, especially because the bill does not contain an effective date. The OAG anticipates that two assistant attorneys general, one unit manager, one section chief, two secretaries, and two paralegals, for a total of \$1.1 million from the general fund and eight positions, will be needed to address the provisions of this bill.

It is anticipated that this bill will not have a fiscal impact on the Department of Labor and Industry and the department will not have an enforcement role in implementing its

provisions. It is anticipated that any fiscal impact this bill may have on the Courts can be absorbed within existing resources.

9. Specific Agency or Political Subdivisions Affected: Courts, Office of Attorney General

10. Technical Amendment Necessary: No

11. Other Comments: None