

## Bills Tracked By DHRM

BILL No.	TITLE/PATRON/OFFICE
<b>HB82</b>	<b>Workers' compensation; Uninsured Employer's Fund; financing tax.</b> Repeals an enactment clause that provides that the maximum tax rate that may be assessed on insurance carriers or self-insured employers for the purpose of funding workers' compensation benefits that are awarded against uninsured employers from the Uninsured Employer's Fund will revert from 0.5 percent to 0.25 percent on July 1, 2018. Repealing the enactment will maintain the maximum rate at its current level of 0.5 percent.
<b>HB107</b>	<b>Workers' compensation; disease presumptions; correctional officers.</b> Adds correctional officers to the list of public safety employees who are entitled to a presumption that hypertension and heart disease and certain infectious diseases are occupational diseases compensable under the Virginia Workers' Compensation Act.
<b>HB185</b>	<b>Health insurance; coverage for limited drug refills.</b> Requires health benefit plans to cover a limited refill for up to a five days' supply of a Schedule VI drug that is dispensed by a pharmacist for a covered person whose dispensed drugs are lost, destroyed, or otherwise rendered unusable as a consequence of a natural or man-made disaster that displaces the person from his residence.
<b>HB243</b>	<b>Employees; jury duty.</b> Requires employers, including the Commonwealth and localities, to provide to employees summoned to serve on jury duty the protections set forth in Title 18.2, Crimes and Offenses Generally. With certain exceptions, the employee is entitled to his usual compensation for periods he is excused, though the employer may deduct from such compensation any payments the employee receives for the jury service. The measure creates a private cause of action for an employee who is discharged, demoted, or suspended in violation of these provisions.
<b>HB254</b>	<b>Department of Human Resource Management; duties of department; employee communication regarding workplace issues.</b> Requires the Department of Human Resources Management to establish a system of regular communication between managing employees and non-supervisory employees who are members of employee associations, labor unions, or labor organizations for the purpose of discussing workplace issues, consistent with the provisions of Chapter 4 (Labor Union, Strikes, etc.) of Title 40.1 (Labor and Employment)
<b>HB331</b>	<b>Health insurance for state and local government employees.</b> Requires that the health insurance plan for state and local government employees contain a reference-based pricing component whereby a fixed maximum amount is paid for certain frequently performed nonemergency medical tests, procedures, and surgeries for which prices vary substantially and the quality of outcomes generally do not correlate with price.
<b>HB332</b>	<b>State employee health insurance plan; coverage for proton therapy.</b> Requires the state employee health insurance plan to include coverage for proton therapy. The measure provides that the plan shall cover a physician-prescribed hypofractionated proton therapy protocol to deliver a biological effective dose for a particular indication by paying the same aggregate amount as would be paid for the delivery of the same biological effective dose with IMRT for the same indication, provided that the eligible patient is treated as part of a clinical trial or registry.
<b>HB401</b>	<b>Prohibited discrimination; sexual orientation and gender identity.</b> Prohibits discrimination in employment, public accommodation, public contracting, apprenticeship programs, housing, banking, and insurance on the basis of sexual orientation or gender identity. The bill codifies existing prohibited discrimination in public employment on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, or status as a

	veteran and adds discrimination based on sexual orientation or gender identity to the list of unlawful discriminatory housing practices. The bill contains technical amendments.
<b>HB461</b>	<b>Workers' compensation; employer to notify employee of intent.</b> Requires an employer whose employee has filed a claim under the Virginia Workers' Compensation Act to advise the employee whether the employer intends to accept or deny the claim. If the employer is unable to make such a determination because it lacks sufficient information from the employee, the employer shall so state and identify the needed additional information. If the employer intends to deny the claim, it shall provide the reasons.
<b>HB472</b>	<b>Workers' compensation; presumption of compensability for certain diseases.</b> Adds cancers of the colon, brain, or testes to the list of cancers that are presumed to be an occupational disease covered by the Virginia Workers' Compensation Act when firefighters and certain employees develop the cancer. The measure removes the compensability requirement that the employee who develops cancer had contact with a toxic substance encountered in the line of duty.
<b>HB600</b>	<b>Public employment; inquiries by state agencies and localities regarding criminal convictions, charges, and arrests.</b> Prohibits state agencies from including on any employment application a question inquiring whether the prospective employee has ever been arrested or charged with, or convicted of, any crime, subject to certain exceptions. A prospective employee may not be asked if he has ever been convicted of any crime unless the inquiry takes place after the prospective employee has received a conditional offer of employment, which offer may be withdrawn if the prospective employee has a conviction record that directly relates to the duties and responsibilities of the position. A prospective employee may not be asked if he has ever been arrested or charged with a crime unless the inquiry takes place after the prospective employee has received a conditional offer of employment, which offer may be withdrawn if (i) the prospective employee's criminal arrest or charge resulted in the prospective employee's conviction of a crime and (ii) the crime of which he was convicted directly relates to the duties and responsibilities of the position. The prohibition does not apply to applications for employment with law-enforcement agencies or certain positions designated as sensitive or in instances where a state agency is expressly permitted to inquire into an individual's criminal history for employment purposes pursuant to any provision of federal or state law. The bill also authorizes localities to prohibit such inquiries.
<b>HB863</b>	<b>Virginia Retirement System; health insurance credits for retired state employees.</b> Increases annually the amount of the health insurance credit for retirees who rendered at least 30 years of creditable service in the Virginia Retirement System. The bill increases the credit by the same percentage as any annual post-retirement supplement that is calculated for employees hired on or after July 1, 2010.
<b>HB994</b>	<b>Parental leave benefits.</b> Requires the Department of Human Resource Management (the Department) to implement and administer 12 weeks of paid parental leave benefits for a state employee who becomes the parent of a child either by adoption or by birth of a child. To be eligible, an employee must be a full-time employee with at least one year of continuous state employment. The bill requires employees to take leave within one year of a child's birth or adoption and provides that if two employees are eligible for benefits for the same child, only one shall claim benefits. The bill provides that if an employee is eligible for both parental leave and maternity leave for the same child, parental leave covers the first 12 weeks of leave; thereafter, if the employee provides notification to her employer from her physician that she is unable to return to work, she may receive short-term disability benefits.
<b>HB1001</b>	<b>Health care shared savings; incentive programs.</b> Requires health carriers to establish a comparable health care service incentive program under which savings are shared with a covered person who elects to receive a covered health care service from a lower-cost provider. Incentive payments shall

	<p>be at least 50 percent of the saved cost compared to the average cost. Incentive payments are not required for savings of \$25 or less. Programs are required to be approved by the Commissioner of Insurance. The measure also requires health carriers to make available an interactive mechanism on their website that enables a covered person to compare costs between providers in-network, calculate estimated out-of-pocket costs, and obtain quality data for those providers, to the extent available. The measure authorizes covered persons to obtain health care services from out-of-network providers if their costs are below the average of in-network providers. The measure requires health care facilities and practitioners to provide a covered person an estimate of charges prior to an admission, procedure, or service. All health care providers are required to post in a visible area notification of the patient's ability to obtain information in order to get an estimate of out-of-pocket costs from his health carrier and to compare providers.</p>
<b>HB1016</b>	<p><b>Parental leave benefits.</b> Creates a new program of parental leave benefits for full-time state employees with one or more years of continuous employment with the Commonwealth who (i) are the biological parent of a child under one year of age or (ii) adopt a child under one year of age. The amount of leave would be equivalent to the amount of paid leave awarded to an employee pursuant to short-term disability. The bill provides that if two employees are eligible for benefits for the same child, only one shall claim benefits. The bill provides that if an employee is eligible for both parental leave and maternity leave for the same child, parental leave covers the first six weeks of leave; thereafter, if the employee provides notification to her employer from her physician that she is unable to return to work, she may receive short-term disability benefits.</p>
<b>HB1053</b>	<p><b>Policies against workplace harassment; legislative branch.</b> Requires each legislative branch agency to adopt and implement the Commonwealth Workplace Harassment Policy (CWHP) established by the Department of Human Resource Management (DHRM). CWHP will apply to legislative branch employees, including General Assembly members and members-elect, when undertaking meetings with other state employees, contract employees, applicants for employment, customers, vendors, members of the media, members of the public, volunteers, or lobbyists or conducting or performing reelection activities in the scope of official duties.</p> <p>A victim of alleged workplace harassment will be able to file a complaint against a legislative branch employee, other than a member of the General Assembly, in accordance with the procedures of CWHP or with the Division of Human Rights in the Office of the Attorney General. The Division of Human Rights is authorized to investigate the complaint and use any other powers with regard to the complaint granted to it under law. Each house of the General Assembly is required to adopt rules governing procedures and disciplinary sanctions for General Assembly members violating policies against workplace harassment.</p> <p>General Assembly members and members-elect, full-time legislative staff of General Assembly members compensated with state appropriations, and full-time employees of each legislative branch agency will be required to complete workplace harassment training once every two calendar years through the Commonwealth of Virginia Learning Center, administered by DHRM. A primary component of the training will include sexual harassment training. The training will also address the importance of bystanders in reducing workplace harassment. Persons elected to the General Assembly or commencing or recommencing full-time employment in the legislative branch will have 90 days from the election or their dates of hire to complete the training.</p> <p>DHRM will be required to maintain electronic records for five years for each person successfully completing workplace harassment training. Each record will include the name of the person completing the training, the state agency employer, the date the training was completed, and the name of the training course.</p> <p>Each agency head in the legislative branch is responsible for ensuring that the agency's full-time employees successfully complete the training as required.</p>
<b>HB1080</b>	<p><b>Employment; break to express breast milk.</b> Requires employers, including the Commonwealth and its political subdivisions, to provide reasonable unpaid break time each day to an employee who needs to express breast milk for the employee's nursing child for one year after the child's birth. An employer is also required to make reasonable efforts to provide a room or other location in close</p>

	proximity to the work area, other than a toilet stall, where such an employee can express breast milk in privacy. An employer shall not be held to have violated these requirements if it has made reasonable efforts to comply with them. The measure applies to employees who are exempt under § 7 of the federal Fair Labor Standards Act (FLSA). The FLSA requires employers to provide such benefits for non-exempt employees.
<b>HB1090</b>	<b>Virginia Personnel Act; equal pay for equal work; policy of the Commonwealth.</b> Provides that it is the policy of the Commonwealth that there shall be no discrimination between state employees on the basis of sex by paying wages to state employees at a rate less than the rate at which it pays wages to state employees of the opposite sex for equal work. The bill also requires the Department of Human Resource Management to establish and administer a program to ensure equal pay for equal work to state employees in all incidents of employment as provided in the Virginia Personnel Act (§ 2.2-2900 et seq.). The bill contains technical amendments.
<b>HB1113</b>	<b>Health insurance; coverage for autism spectrum disorder.</b> Requires health insurers, health care subscription plans, and health maintenance organizations to provide coverage for the diagnosis and treatment of autism spectrum disorder in individuals of any age. Currently, such coverage is required to be provided for individuals from age two through age 10. The measure also makes the mandate applicable to policies, contracts, or plans issued in the individual market or small group markets; currently, it applies only to the large group market.
<b>HB1245</b>	<b>Workers' compensation; presumption of compensability for certain diseases.</b> Adds cancers of the colon, brain, or testes to the list of cancers that are presumed to be an occupational disease covered by the Virginia Workers' Compensation Act when firefighters and certain employees develop the cancer. The measure removes the compensability requirement that the employee who develops cancer had contact with a toxic substance encountered in the line of duty.
<b>HB1267</b>	<b>State employee health plan; coverage for gender transition services.</b> Requires the state employee health plan to provide coverage for gender transition services.
<b>HB1302</b>	<b>Health insurance; copayments for prescription drugs; disclosures.</b> Prohibits any contract between a health carrier or its pharmacy benefits manager and a pharmacy or pharmacist from containing a provision that requires an enrollee to make a copayment for a covered prescription drug in an amount that exceeds the least of (i) the applicable copayment for the prescription drug or (ii) the cash price the enrollee would pay for the prescription drug if the enrollee purchased the prescription drug without using the enrollee's health plan. The measure applies to provider contracts entered into, amended, extended, or renewed on or after January 1, 2019.
<b>HB1311</b>	<b>Health insurance; coverage for autism spectrum disorder.</b> Requires health insurers, health care subscription plans, and health maintenance organizations to provide coverage for the diagnosis and treatment of autism spectrum disorder in individuals of any age. Currently, such coverage is required to be provided for individuals from age two through age 10. The provision applies with respect to insurance policies, subscription contracts, and health care plans delivered, issued for delivery, reissued, or extended on or after January 1, 2019.
<b>HB1357</b>	<b>Public employment; inquiries by state agencies and localities regarding criminal convictions, charges, and arrests.</b> Prohibits state agencies from including on any employment application a question inquiring whether the prospective employee has ever been arrested or charged with, or convicted of, any crime, subject to certain exceptions. A prospective employee may not be asked if he has ever been convicted of any crime unless the inquiry takes place after the prospective employee has received a conditional offer of employment, which offer may be withdrawn if the prospective employee has a conviction record that directly relates to the duties and responsibilities of the position. A prospective employee may not be asked if he has ever been arrested or charged with a crime unless the inquiry takes place after the prospective employee has received a conditional offer of

	<p>employment, which offer may be withdrawn if (i) the prospective employee's criminal arrest or charge resulted in the prospective employee's conviction of a crime and (ii) the crime of which he was convicted directly relates to the duties and responsibilities of the position. The prohibition does not apply to applications for employment with law-enforcement agencies or certain positions designated as sensitive or in instances where a state agency is expressly permitted to inquire into an individual's criminal history for employment purposes pursuant to any provision of federal or state law. The bill also authorizes localities to prohibit such inquiries..</p>
<b>HB1359</b>	<p><b>Department of Human Resource Management; establishment of state employee voluntary leave bank.</b> Provides for the Director of Human Resource Management to establish and administer a voluntary leave bank program under which a state employee may contribute unused accrued annual leave for use by other state employees who are (i) experiencing a personal or family medical emergency and (ii) have exhausted available paid leave.</p>
<b>HB1369</b>	<p><b>Health insurance; mandated coverage for autism spectrum disorder.</b> Requires health insurers, health care subscription plans, and health maintenance organizations to provide coverage for the diagnosis and treatment of autism spectrum disorder in individuals of any age. Currently, such coverage is required to be provided for individuals from age two through age 10. The provision applies with respect to insurance policies, subscription contracts, and health care plans delivered, issued for delivery, reissued, or extended on or after January 1, 2018.</p>
<b>HB1457</b>	<p><b>Immunity of employers and potential employers; reports of violent behavior.</b> Provides civil immunity to an employer who makes a report to a potential employer or law-enforcement agency of violent or threatened violent behavior, as defined in the bill, by an employee or former employee, provided that such a report was made in good faith and with reasonable cause to make such report. The bill further provides immunity to a potential employer who receives such a report and takes reasonable action in good faith to respond to the violent or threatened violent behavior noted in such report. The bill further provides that the court shall award reasonable attorney fees and costs to any employer or potential employer who has a suit dismissed against him pursuant to the immunity provided to him.</p>
<b>HB1462</b>	<p><b>Virginia Human Rights Act; sexual harassment; contracting agencies.</b> Includes protection against sexual harassment in the workplace for all individuals of the Commonwealth as part of the Virginia Human Rights Act (§ 2.2-3900 et seq.). The bill requires that all contracting agencies entering into government contracts of over \$10,000 include a provision in the contract requiring (i) the contractor to provide training to all supervisors and employees providing services in the Commonwealth on the contractor's sexual harassment policy and (ii) that the contractor agree to post the contractor's sexual harassment policy in (a) a conspicuous public place in each building located in the Commonwealth owned or leased by the contractor for business purposes or (b) the contractor's employee handbook. The bill also requires the Department of Human Resource Management to develop an online training module addressing sexual harassment in the workplace that shall be available for use by all employees and agencies of the Commonwealth, including contractors for compliance with the Fair Employment Contracting Act (§ 2.2-4200 et seq.), by January 1, 2019. The bill contains technical amendments.</p>
<b>HB1466</b>	<p><b>Health insurance; nondiscrimination; gender identity or transgender status.</b> Prohibits a health carrier from denying or limiting coverage or imposing additional cost sharing or other limitations or restrictions on coverage under a health benefit plan for health care services that are ordinarily or exclusively available to covered individuals of one sex to a transgender individual based on the fact that the individual's sex assigned at birth, gender identity, or gender otherwise recorded is different from the one to which such health services are ordinarily or exclusively available. The measure also prohibits a health carrier from (i) subjecting an individual to discrimination under a health benefit plan on the basis of gender identity or being a transgender individual or (ii) requiring that an individual, as a condition of enrollment or continued enrollment under a health benefit plan, pay a premium that is greater than the premium for a similarly situated covered person enrolled in the plan</p>

	<p>on the basis of the covered person's gender identity or being a transgender individual. The measure requires health carriers to assess medical necessity according to nondiscriminatory criteria that are consistent with current medical standards.</p>
<b>HB1527</b>	<p><b>Leave for volunteer members of Civil Air Patrol.</b> Requires state and private employers to allow officers or employees who are volunteer members of the Civil Air Patrol to take leaves of absence from their respective duties without loss of pay, seniority, accrued leave, benefits, efficiency rating, or other conditions of employment on all days during which such officer or employee is (i) engaged in training for emergency missions with the Civil Air Patrol, not to exceed 10 workdays per federal fiscal year, or (ii) responding to an emergency mission as a Civil Air Patrol volunteer, not to exceed 30 workdays per federal fiscal year. The bill requires any officer or employee requesting leave to provide certification that the officer or employee has been authorized by the United States Air Force, the Governor, or a department, division, agency, or political subdivision of the state to respond to or train for an emergency mission and verification from the Civil Air Patrol of the emergency need of the officer's or employee's volunteer service. The bill allows employers to treat such leaves of absence as unpaid leave but prohibits employers from requiring an officer or employee to exhaust any other leave to which he is entitled prior to such leaves of absence.</p>
<b>HB1529</b>	<p><b>Parental and supplemental family leave benefits.</b> Requires the Department of Human Resource Management (the Department) to implement and administer a parental leave benefits program (the parental leave program) for state employees. The parental leave program shall provide 12 weeks of paid leave for an employee who becomes the parent of a child either by adoption or by birth of a child. The bill requires employees to take parental leave within one year of a child's birth or adoption and provides that if two employees are eligible for benefits for the same child, only one shall claim benefits. The bill provides that if an employee is eligible for both parental leave and maternity leave for the same child, parental leave covers the first 12 weeks of leave; thereafter, if the employee provides notification to her employer from her physician that she is unable to return to work, she may receive short-term disability benefits.</p> <p>The bill also requires the Department to implement and administer a supplemental family leave benefits program (the supplemental family leave program). The supplemental family leave program shall provide 30 days of paid leave for a state employee who takes leave in order to care for a family member who has a serious health condition or because of a serious health condition that makes the state employee unable to perform his job functions. The bill directs that an employee seeking supplemental family leave must provide medical verification upon his employer's request and that the employee may be required to obtain additional medical verifications if his employer disagrees with the first medical verification.</p> <p>To be eligible for either program, an employee must be a full-time employee with at least one year of continuous state employment.</p>
<b>SB23</b>	<p><b>Health insurance; coverage for limited drug refills.</b> Requires health benefit plans to cover a limited refill for up to a five days' supply of a Schedule VI drug that is dispensed by a pharmacist for a covered person whose dispensed drugs are lost, destroyed, or otherwise rendered unusable as a consequence of a natural or man-made disaster that displaces the person from his residence.</p>
<b>SB41</b>	<p><b>Use sick leave for the care of immediate family members.</b> Requires employers with a sick leave program to allow an employee to use his sick leave for the care of an immediate family member. The measure applies only to employers that have 25 or more employees and that provide paid sick leave that allows an employee to be absent from work in the event of the employee's own incapacity, illness, or injury. The measure applies only to employees who work for at least 30 hours per week,</p>

	and it caps the amount of sick leave that may be used for the care of immediate family members at five days per calendar year.
<b>SB56</b>	<b>Line of Duty Act; eligible dependents.</b> Provides that children born or adopted after the death or disability of an employee covered by the Line of Duty Act are eligible for health insurance coverage if such coverage does not result in an increase in the premium.
<b>SB202</b>	<b>Nondiscrimination in public employment.</b> Prohibits discrimination in public employment on the basis of sexual orientation or gender identity, as defined in the bill. The bill also codifies for state and local government employment the current prohibitions on discrimination in employment on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, or status as a veteran.
<b>SB252</b>	<b>Public employment; inquiries by state agencies and localities regarding criminal convictions, charges, and arrests.</b> Prohibits state agencies from including on any employment application a question inquiring whether the prospective employee has ever been arrested or charged with, or convicted of, any crime, subject to certain exceptions. A prospective employee may not be asked if he has ever been convicted of any crime unless the inquiry takes place after the prospective employee has received a conditional offer of employment, which offer may be withdrawn if the prospective employee has a conviction record that directly relates to the duties and responsibilities of the position. A prospective employee may not be asked if he has ever been arrested or charged with a crime unless the inquiry takes place after the prospective employee has received a conditional offer of employment, which offer may be withdrawn if (i) the prospective employee's criminal arrest or charge resulted in the prospective employee's conviction of a crime and (ii) the crime of which he was convicted directly relates to the duties and responsibilities of the position. The prohibition does not apply to applications for employment with law-enforcement agencies or certain positions designated as sensitive or in instances where a state agency is expressly permitted to inquire into an individual's criminal history for employment purposes pursuant to any provision of federal or state law. The bill also authorizes localities to prohibit such inquiries.
<b>SB262</b>	<b>Adoption leave benefit.</b> Creates a new classification of paid leave for a state employee who adopts an infant. The amount of leave would be equivalent to the amount of paid leave awarded to an employee pursuant to short-term disability for maternity leave. The Department of Human Resource Management is directed to develop guidelines and policies for implementing the adoption leave benefit.
<b>SB321</b>	<b>Virginia Retirement System; health insurance credits for retired state employees.</b> Increases annually the amount of the health insurance credit for retirees who rendered at least 30 years of creditable service in the Virginia Retirement System. The bill increases the credit by the same percentage as any annual post-retirement supplement that is calculated for employees hired on or after July 1, 2010.
<b>SB468</b>	<b>Line of Duty Act; death benefit eligibility; Department of Military Affairs employees.</b> Confers eligibility not currently available for death benefits under the Line of Duty Act to any employee of the Department of Military Affairs whose death is the direct or proximate result of the performance of official duties of the agency when those duties are related to a major disaster or emergency.
<b>SB494</b>	<b>Line of Duty Act; health insurance coverage for eligible spouses.</b> Allows the eligible spouse of a deceased person under the Line of Duty Act (the Act) whose death occurred prior to July 1, 2017, to continue to receive health insurance coverage under the Act after the eligible spouse remarries. The eligible spouse would be required to pay for such continued coverage after the spouse remarries.
<b>SB593</b>	<b>Health insurance; coverage for autism spectrum disorder.</b> Requires health insurers, health care subscription plans, and health maintenance organizations to provide coverage for the diagnosis and treatment of autism spectrum disorder in individuals of any age. Currently, such coverage is required

	to be provided for individuals from age two through age 10. The provision applies with respect to insurance policies, subscription contracts, and health care plans delivered, issued for delivery, reissued, or extended on or after January 1, 2019.
<b>SB633</b>	<b>Auditor of Public Accounts; Commonwealth Data Point; employee compensation information.</b> Adds state employee bonuses, total compensation, and the name of the employee associated with each position for which the annual rate of pay is more than \$10,000 to the list of data that must be maintained on the Auditor of Public Accounts online database.
<b>SB639</b>	<b>Health care shared savings; incentive programs.</b> Requires health carriers to establish a comparable health care service incentive program under which savings are shared with a covered person who elects to receive a covered health care service from a lower-cost provider. Incentive payments shall be at least 50 percent of the saved cost compared to the average cost. Incentive payments are not required for savings of \$25 or less. Programs are required to be approved by the Commissioner of Insurance. The measure also requires health carriers to make available an interactive mechanism on their website that enables a covered person to compare costs between providers in-network, calculate estimated out-of-pocket costs, and obtain quality data for those providers, to the extent available. The measure authorizes covered persons to obtain health care services from out-of-network providers if their costs are below the average of in-network providers. The measure requires health care facilities and practitioners to provide a covered person an estimate of charges prior to an admission, procedure, or service. All health care providers are required to post in a visible area notification of the patient's ability to obtain information in order to get an estimate of out-of-pocket costs from his health carrier and to compare providers.
<b>SB642</b>	<b>Workers' compensation; presumption of compensability for certain diseases.</b> Adds colon cancer to the list of cancers that are presumed to be an occupational disease covered by the Virginia Workers' Compensation Act when firefighters and certain employees develop the cancer. The measure removes the compensability requirement that the employee who develops cancer had contact with a toxic substance encountered in the line of duty.
<b>SB671</b>	<b>Health carriers; participation in health benefit exchange; requirement for conducting insurance activities.</b> Prohibits a health carrier from engaging in the business of insurance in the Commonwealth or administering, sponsoring, selling, or providing a policy, coverage or services under a health plan or program for state or local employees or a Medicaid managed care program unless the health carrier is actively participating in any health benefit exchange established or operated in the Commonwealth. The measure defines "actively participating in the exchange" as offering health benefits plans on an exchange (i) in the individual market; (ii) at the bronze and silver levels, and at any other level at the health carrier's discretion; and (iii) in every locality in the Commonwealth in which the health carrier conducts any of the foregoing activities.
<b>SB791</b>	<b>Immunity of employers and potential employers; reports of violent behavior.</b> Provides civil immunity to an employer who makes a report to a potential employer or law-enforcement agency of violent or threatened violent behavior, as defined in the bill, by an employee or former employee, provided that such a report was made in good faith and with reasonable cause to make such report. The bill further provides immunity to a potential employer who receives such a report and takes reasonable action in good faith to respond to the violent or threatened violent behavior noted in such report. The bill further provides that the court shall award reasonable attorney fees and costs to any employer or potential employer who has a suit dismissed against him pursuant to the immunity provided to him.
<b>SB796</b>	<b>Sexual harassment training; legislative branch.</b> Requires General Assembly members, full-time legislative staff of General Assembly members compensated with state appropriations, and full-time employees of each legislative branch agency to complete sexual harassment training once every two



	<p>calendar years through the Commonwealth of Virginia Learning Center administered by the Department of Human Resource Management (DHRM). Persons elected to the General Assembly or commencing or recommencing full-time employment in the legislative branch will have 90 days from the election or their dates of hire to complete the training.</p> <p>The bill requires DHRM to maintain electronic records for five years for each person successfully completing sexual harassment training. Each record will include the name of the person completing the training, the name of the state agency that employs him, the date on which the training was completed, and the name of the training course.</p> <p>The bill directs that each agency head in the legislative branch be responsible for ensuring that the agency's full-time employees complete the training as required.</p> <p>The bill has a delayed effective date of January 1, 2019.</p>
<b>SB844</b>	<p><b>Health insurance; active participation in health benefit exchange condition to government contracting.</b> Bars a health carrier that does not actively participate in the health benefit exchange from entering into or renewing a contract with the Commonwealth or any agency or political subdivision thereof related to the administration, sponsorship, sale, offering, or provision of services or benefits under a Medicaid managed care program or a health insurance program for current or retired state or local government employees.</p>
<b>SB892</b>	<p><b>Sexual harassment training; legislative branch.</b> Requires General Assembly members, full-time legislative staff of General Assembly members compensated with state appropriations, and full-time employees of each legislative branch agency to complete sexual harassment training once every calendar year through the Commonwealth of Virginia Learning Center administered by the Department of Human Resource Management (DHRM). Persons elected to the General Assembly or commencing or recommencing full-time employment in the legislative branch will have 90 days from the election or their dates of hire to complete the training.</p> <p>The bill requires DHRM to maintain electronic records for five years for each person successfully completing sexual harassment training. Each record will include the name of the person completing the training, the name of the state agency that employs him, the date on which the training was completed, and the name of the training course.</p> <p>The bill directs that each agency head in the legislative branch be responsible for ensuring that the agency's full-time employees complete the training as required.</p> <p>The bill has a delayed effective date of January 1, 2019.</p>
<b>SB904</b>	<p><b>Line of Duty Act; disabled persons; health insurance.</b> Allows a person disabled in the line of duty to continue to participate in the state or local health plan that he participated in prior to the disability. The bill also allows any natural or adopted child of a deceased person or a disabled person to be an eligible dependent for purposes of the Line of Duty Act, regardless of the date of birth or adoption of such child.</p>
<b>SB933</b>	<p><b>Health insurance; copayments for prescription drugs; disclosures.</b> Prohibits any contract between a health carrier or its pharmacy benefits manager and a pharmacy or pharmacist from containing a provision that requires an enrollee to make a copayment for a covered prescription drug in an amount that exceeds the lesser of (i) the applicable copayment for the prescription drug or (ii) the cash price the enrollee would pay for the prescription drug if the enrollee purchased the prescription drug without using the enrollee's health plan. The measure applies to provider contracts entered into, amended, extended, or renewed on or after January 1, 2019.</p>