

Bills Tracked by DHRM

BILL No.	TITLE/PATRON/OFFICE
<u>HB1676</u>	Legal holidays; Indigenous Peoples Day. Renames the special Day of Appreciation for American Indians living in the Commonwealth as Indigenous Peoples Day. Recognition of the day remains the Wednesday immediately preceding the fourth Thursday in November of each year but the bill changes its designation to that of a legal holiday in Virginia.
<u>HB1717</u>	Employment discrimination; prohibited against electoral board members and assistant general registrars for election day service; penalty. Prohibits discrimination in employment against electoral board members and assistant general registrars on the basis of election day service. Current law prohibits such employment discrimination against officers of election. A violation of the bill's provisions is a Class 3 misdemeanor.
<u>HB1764</u>	Government employees; strikes. Repeals the provisions of the Code of Virginia that, among other things, provide that any employee of the Commonwealth, a locality, or other political subdivision who strikes or willfully refuses to perform the duties of his employment is deemed to have terminated his employment and is thereafter ineligible for employment.
<u>HB1824</u>	Sick leave for state employees; certain disabled veterans. Provides an additional 96 hours of sick leave to disabled veterans, defined in the bill as veterans with a disability rating by the U.S. Department of Veterans Affairs of at least 60 percent, available during the 12 months following such veteran's start or return to state employment after active duty or following a disability rating decision from the U.S. Department of Veterans Affairs, whichever is later. The bill provides that such additional sick leave shall be used only for the purpose of undergoing medical treatment for the service-related disability and would be provided only to those disabled veterans whose disability occurred on or after January 1, 2016.
<u>HB1984</u>	Legal holidays; Election Day. Designates Election Day, the Tuesday after the first Monday in November, as a state holiday and removes Lee-Jackson Day as a state holiday.
<u>HB2055</u>	Department of Human Resource Management; review of employee recruitment, retention, and compensation; report. Requires the Director of the Department of Human Resource Management to perform an annual review of recruitment and retention trends and certain statuses related to job roles across state agencies. The bill also provides for the Director to biennially, on or before September 1 of each even-numbered year, submit a report to the Governor and the Chairmen of the House Committee on Appropriations and the Senate Committee on Finance on (i) the job roles that should receive higher salary increases based on identified recruitment and retention challenges, (ii) the appropriate amount by which the salary of such job roles should be increased, and (iii) cost estimates for funding any salary increases.

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<u>HB2067</u>	Public employment; prohibits discrimination on basis of sexual orientation or gender identity. Nondiscrimination in public employment. 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.
<u>HB2094</u>	Virginia Personnel Act; hiring preference in state government for persons with disabilities. Establishes a hiring preference in state government for persons with disabilities, provided that such person meets all of the knowledge, skill, and ability requirements for the available position and such person's disability is unrelated to his qualifications for and ability to perform the duties of the available position. The bill defines "person with a disability" as any person who has a physical or mental impairment that substantially limits one or more of his major life activities or who has a record of such impairment.
<u>HB2130</u>	Election laws; time off to vote. Requires employers to give their employees sufficient time off to vote, which shall be either before the employees' shifts begin or after their shifts end, unless otherwise agreed to by the employer and employee. The employer is required to pay employees for up to two hours of time off to vote. The bill requires the employee to give at least three days' notice of his intention to take voting leave and requires employers to post notice of the provisions of the bill at least 10 days prior to every election.
<u>HB2152</u>	Virginia Retirement System; health insurance credits for retired state employees. 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.
<u>HB2234</u>	Parental leave benefits. 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.

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<u>HB2402</u>	Public employment; limitations on inquiries by state agencies and localities regarding criminal arrests, charges, or convictions. Prohibits state agencies and localities 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. A prospective employee may not be asked if he has ever been arrested or charged with or convicted of any crime unless the inquiry takes place during or after a staff interview of the prospective employee. The prohibition does not apply to applications for employment with law-enforcement agencies or positions related to law-enforcement agencies. The prohibition also does not apply to applications for state agency positions designated as sensitive or to state agencies that are expressly permitted to inquire into an individual's criminal arrests or charges for employment purposes pursuant to any provision of federal or state law.
<u>HB2421</u>	Prohibited discrimination; sexual orientation and gender identity. 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.
<u>HB2494</u>	Government Data Collection and Dissemination Practices Act; collection and dissemination of information concerning religious preferences and affiliations. Prohibits any state agency maintaining an information system that includes personal information from collecting or disseminating to federal government authorities information concerning the religious preferences and affiliations of data subjects for the purpose of compiling a list, registry, or database of individuals based on religious affiliation, national origin, or ethnicity, unless specifically required by state or federal law. This prohibition applies even if consent is given to disseminate such information to public institutions of higher education, state facilities under Title 37.2 (Behavioral Health and Developmental Services), and juvenile correctional facilities established pursuant to Title 66 (Juvenile Justice) or Chapter 11 (§ 16.1-226 et seq.) of Title 16.1 (Juvenile and Domestic Relations District Courts). This bill is a recommendation of the Virginia Freedom of Information Advisory Council.
<u>HB2791</u>	Virginia Personnel Act; appointments, promotion, and tenure based upon merit and fitness. Clarifies that all appointments and promotions to and tenure in positions in the service of the Commonwealth shall be based solely upon merit and fitness.

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<u>SB 998</u>	Public employment; prohibits discrimination on basis of sexual orientation. Nondiscrimination in public employment. 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.
<u>SB1122</u>	Virginia Retirement System; health insurance credits for retired state employees. 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.
<u>SB1199</u>	Public employment; inquiries by state agencies and localities regarding criminal convictions, charges, and arrests. Prohibits state agencies from including on any employment application a question inquiring whether the applicant has ever been arrested or charged with any crime. The bill prohibits state agencies from asking an applicant if he has ever been convicted of any crime unless the inquiry takes place after the applicant has received a conditional offer of employment, which offer may be withdrawn if the applicant has a conviction record that directly relates to the duties and responsibilities of the position. The prohibition does not apply to applications for employment with law-enforcement agencies, 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 adopt ordinances prohibiting such inquiries, with similar limitations.
<u>SB1291</u>	Legal holidays; Election Day. Designates Election Day, the Tuesday after the first Monday in November, as a state holiday and removes Lee-Jackson Day as a state holiday.
<u>SB1581</u>	Parental leave; providing leave to state employees. Codifies the policy described in Executive Order Number 12 (2018) providing parental leave to state employees, consisting of eight weeks (320 hours) of paid leave in addition to leave provided under other state and federal programs. The bill requires that parental leave be available following the birth, adoption, or foster placement of a child under age 18 and be available to both parents of such child if both are state employees. The bill requires that parental leave be taken within six months of a birth, adoption, or foster placement and limits parental leave to once in any 12-month period and only once per child.

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<u>SB1742</u>	Participation in the state retiree health benefits program. Amends the provision relating to participation in the state retiree health benefit program by eliminating the restriction that if a retiree elects to participate, but later discontinues participation, he is barred from future participation.
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