

Department of Planning and Budget
2025 General Assembly Session
State Fiscal Impact Statement

ORIGINAL

Bill Number: HB 1919

Patron: Ward

Bill Title: Workplace violence policy; required for certain employers, civil penalty

Bill Summary: Requires any employer of 100 or more employees to develop, implement, and maintain a workplace violence policy no later than January 1, 2026. The bill includes requirements for such a policy, such as procedures and methods for employee reporting of incidents and post-incident investigations. Employers subject to the bill are required to maintain documentation of workplace violence incidents for not less than five years. An employer that violates the provisions of the bill shall be subject to a civil penalty of not more than \$1,000 per violation. The bill prohibits retaliation from an employer on the basis of reporting a workplace violence incident and provides that any employee who makes a report of workplace violence shall be immune from civil liability.

Budget Amendment Necessary: See Fiscal
Analysis

Items Impacted: Item 350

Explanation: It is anticipated that this bill will have a general fund expenditure impact on the Department of Labor and Industry (DOLI).

Fiscal Summary: It is anticipated that DOLI will require additional resources to implement the provisions of this bill. The estimated impact, dependent upon case load, is approximately \$403,687, for enforcement. This is based on the assumption that 120 inspections will be required annually and each inspector is able to conduct 60 inspections.

Fiscal Analysis: The bill requires employers with 100 or more employees to develop a workplace violence policy, maintain certain records, and prohibits employers from retaliation against employees who report instances of workplace violence. According to DOLI, nearly 5,000 employers and 1.3 million employees within the Commonwealth would be covered by these provisions. Policies must be in place by January 1, 2026, and penalties may not be enforced prior to July 1, 2027.

Because these standards are state specific, DOLI does not anticipate any federal support for enforcement. Based on previous implementation of state specific standards, DOLI anticipates the need for 120 inspections annually. Each inspector is expected to conduct at least 60 annual inspections, so two positions would be needed (\$119,451 each beginning in FY 2027) for enforcement. Additionally, DOLI anticipates the need for a program manager (\$164,785) will be required in FY 2026 to support the development and implementation of regulations, investigative processes, enforcement processes, record keeping systems, and training programs.

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Employers who violate the provisions of the bill may be subject to a civil penalty of up to \$1,000 per violation. Civil penalties are paid to the Literary Fund, and revenue impacts cannot be estimated because the number of violations is unknown.

Other: None.