



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

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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.

The bill contains an enactment clause delaying the effective date until July 1, 2026.

**Other:** None.