

**Department of Planning and Budget  
2026 General Assembly Session  
State Fiscal Impact Statement**

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**PUBLISHED:** 1/26/2026 10:52 AM

**ORIGINAL**

**Bill Number:** SB100

**Patron:** Stanley

**Bill Title:** Volunteer emergency responders, protection of employees; civil action.

**Bill Summary:** Prohibits an employer from discharging, disciplining, threatening, discriminating against, or penalizing an employee or taking other retaliatory action regarding an employee's compensation, terms, conditions, location, or privileges of employment solely because the employee fails to report for work because such employee is serving as a voluntary emergency responder, as defined in the bill, and is actively responding to an emergency alarm or during a state of emergency, provided that certain requirements are met. The bill provides that no employer shall be required to pay an employee for work time missed while serving as a voluntary emergency responder but permits such employee to charge the absence as a vacation or sick day if such employee has accrued such leave. The bill permits a person who alleges a violation of its provisions to bring a civil action seeking injunctive relief, reinstatement, and compensation for lost wages, benefits, and other remuneration.

**Budget Amendment Necessary:** No

**Items Impacted:** N/A

**Explanation:** This bill impacts the Department of Labor and Industry, but no budget action is needed.

**Fiscal Summary:** No state fiscal impact.

**Fiscal Analysis:** This impact statement is preliminary. The Department of Labor and Industry is currently responsible for enforcing anti-retaliation laws. It is anticipated that the agency can absorb any costs associated with the implementation of this bill.

**Other:** None.