

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

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**ORIGINAL**

**Bill Number:** HB722

**Patron:** Leftwich

**Bill Title:** Protection of employees; retaliatory action against employee prohibited.

**Bill Summary:** Provides that, for the purposes of the prohibition on an employer's retaliatory action against an employee for reporting a violation of a federal or state law or regulation, "federal or state law or regulation" means any federal law, any law of the Commonwealth, and any regulation published as a final rule in the Federal Register or the Virginia Administrative Code. The bill also provides that such prohibition does not apply to discrimination against an employee for exercising rights relating to safety and health provisions of existing law; such discrimination is prohibited under existing law and subject to different remedies.

**Budget Amendment Necessary:** No

**Items Impacted:** N/A

**Explanation:** This bill involves the Department of Labor and Industry (DOLI). No budget amendment is required. However, cumulative workload from this and similar bills may exceed existing agency capacity at DOLI.

**Fiscal Summary:** It is anticipated that, as a stand-alone bill, associated costs can be absorbed. See Fiscal Analysis.

**Fiscal Analysis:** This fiscal impact statement is preliminary and will be updated as additional information is received. This bill defines "federal or state law or regulation" as any federal law, any law of the Commonwealth, and any regulation published as a final rule in the Federal Register or the Virginia Administrative Code, for prohibition on an employer's retaliatory action against an employee for reporting a violation of a federal or state law or regulation. According to DOLI, this bill expands the agency's responsibilities related to providing technical assistance, guidance, and complaint screening for labor and employment law matters. This bill may result in an increase in workload due to a potential increase in the number of inquiries the agency receives and complaints the agency is required to investigate; however, this amount is indeterminate. It is anticipated that any fiscal impact on the agency resulting from this bill, considered in isolation, can be absorbed within existing resources. However, if multiple bills requiring expanded agency responsibilities for labor and employment law matters are enacted during the same period, the cumulative workload may exceed the agency's current capacity and could result in additional resource needs. Any funding provided can be allocated to Item 352 of HB30/SB30, as introduced.

**Other:** This bill is similar to HB930.