

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

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**PUBLISHED: 3/12/2026 10:28 AM**

**ORIGINAL**

**Bill Number:** SB433ER

**Patron:** Bagby

**Bill Title:** Unemployment insurance; benefit eligibility conditions; lockout exception to labor dispute disqualification.

**Bill Summary:** Amends the Virginia Unemployment Compensation Act's labor dispute disqualification provision to provide that a lockout by an employer shall not constitute a labor dispute and that locked-out employees who are otherwise eligible for benefits shall receive such benefits unless (i) the recognized or certified collective bargaining representative of the locked-out employees refuses to meet under reasonable conditions with the employer to discuss the issues giving rise to the lockout, (ii) there is a final adjudication under the federal National Labor Relations Act that such representative has refused to bargain in good faith with the employer, or (iii) the lockout is the direct result of such representative's violation of an existing collective bargaining agreement.

**Budget Amendment Necessary:** No.

**Items Impacted:** N/A.

**Explanation:** This bill involves the Virginia Employment Commission (VEC); however, no budget amendment is required.

**Fiscal Summary:** It is anticipated that any impact from this bill can be absorbed by VEC.

**Fiscal Analysis:** This impact statement is final. This bill provides additional clarification on definitions related to labor dispute disqualifications. VEC does not anticipate an impact as a result of this bill.

**Other:** None.