

HB 1625 - Minimum wage; farm laborers or farm employees; temporary foreign workers.

Chief Patron: McClure

Status: In Committee

A BILL to amend and reenact § 40.1-28.9, as it is currently effective and as it shall become effective, of the Code of Virginia, relating to minimum wage; farm laborers or farm employees; temporary foreign workers.

SUMMARY AS INTRODUCED:

Minimum wage; farm laborers or farm employees; temporary foreign workers. Eliminates the exemptions from Virginia's minimum wage requirements for (i) persons employed as farm laborers or farm employees and (ii) certain temporary foreign workers.

5 Last Events

01/03/2025	House	Prefiled and ordered printed; Offered 01-08-2025 25101353D
01/03/2025	House	Referred to Committee on Labor and Commerce

HB 1681 - Undesignated sex or gender designation option.

Chief Patron: Cohen

Status: In Committee

A BILL to amend and reenact §§ 8.01-217, 16.1-331, 18.2-308.04, 18.2-308.06, 18.2-308.2:2, 18.2-308.2:4, 19.2-13, 20-88.54, 22.1-287.1, 23.1-405, 23.1-407, 24.2-418, 24.2-444, 30-394, 32.1-261, 32.1-267, 32.1-269.1, 32.1-292.2, 40.1-96, 40.1-102, 46.2-323, 46.2-341.12, 46.2-345, 46.2-345.2, 46.2-2906, 54.1-3319, 54.1-4108, 59.1-118, and 65.2-900 of the Code of Virginia, relating to undesignated sex or gender designation option.

SUMMARY AS INTRODUCED:

Undesignated sex or gender designation option. Requires all forms, reports, applications, or other documents used by state agencies to offer the option of "male," "female," or "X" when designating sex or gender. The bill contains technical amendments.

5 Last Events

01/03/2025	House	Prefiled and ordered printed; Offered 01-08-2025 25101255D
01/03/2025	House	Referred to Committee on General Laws

Chief Patron: Ward

Status: In Subcommittee

A BILL to amend and reenact §§ 40.1-33.3 through 40.1-33.6 of the Code of Virginia and to amend the Code of Virginia by adding in Article 2.1 of Chapter 3 of Title 40.1 sections numbered 40.1-33.5:1, 40.1-33.5:2, and 40.1-33.6:1, relating to employment; paid sick leave; civil penalties.

SUMMARY AS INTRODUCED:

Employment; paid sick leave; civil penalties. Expands provisions of the Code that currently require one hour of paid sick leave for every 30 hours worked for home health workers to cover all employees of private employers and state and local governments. The bill requires that employees who are employed and compensated on a fee-for-service basis accrue paid sick leave in accordance with regulations adopted by the Commissioner of Labor and Industry. The bill provides that employees transferred to a separate division or location remain entitled to previously accrued paid sick leave and that employees retain their accrued sick leave under any successor employer. The bill allows employers to provide a more generous paid sick leave policy than prescribed by its provisions. Employees, in addition to using paid sick leave for their physical or mental illness or to care for a family member, may use paid sick leave for their need for services or relocation due to domestic abuse, sexual assault, or stalking.

The bill provides that certain health care workers who work no more than 30 hours per month may waive the right to accrue and use paid sick leave. The bill also provides that employers are not required to provide paid sick leave to certain health care workers who are employed on a pro re nata, or as-needed, basis, regardless of the number of hours worked. The bill requires the Commissioner to promulgate regulations regarding employee notification and employer recordkeeping requirements.

The bill authorizes the Commissioner, in the case of a knowing violation, to subject an employer to a civil penalty not to exceed \$150 for the first violation, \$300 for the second violation, and \$500 for each successive violation. The Commissioner may institute proceedings on behalf of an employee to enforce compliance with the provisions of this bill. Additionally, an aggrieved employee is authorized to bring a civil action against the employer in which he may recover double the amount of any unpaid sick leave and the amount of any actual damages suffered as the result of the employer's violation. The bill has a delayed effective date of January 1, 2026.

5 Last Events

01/06/2025	House	Prefiled and ordered printed; Offered 01-13-2025 25100193D
01/06/2025	House	Referred to Committee on Labor and Commerce
01/14/2025	House	Assigned L & C sub: Subcommittee #2

HB 1928 - Minimum wage.

Chief Patron: Ward

Status: In Committee

A BILL to amend and reenact § 40.1-28.10 of the Code of Virginia, relating to minimum wage.

SUMMARY AS INTRODUCED:

Minimum wage. Increases the minimum wage incrementally to \$15.00 per hour by January 1, 2027. The bill codifies the adjusted state hourly minimum wage of \$12.41 per hour that is effective January 1, 2025 and increases the minimum wage to \$13.50 per hour effective January 1, 2026 and to \$15.00 per hour effective January 1, 2027. The bill requires the Commissioner of Labor and Industry to establish an adjusted state hourly minimum wage by October 1, 2027.

5 Last Events

01/06/2025	House	Prefiled and ordered printed; Offered 01-13-2025 25100036D
01/06/2025	House	Referred to Committee on Labor and Commerce

HB 1988 - Local school boards; powers and duties, binding arbitration agreements.

Chief Patron: Askew

Status: In Committee

A BILL to amend and reenact § 22.1-71 of the Code of Virginia, relating to local school boards; powers and duties; binding arbitration agreements.

SUMMARY AS INTRODUCED:

Local school boards; powers and duties; binding arbitration agreements. Permits any school board to enter into a written agreement to submit any existing controversy to binding arbitration and to execute a contract, including a collective bargaining agreement, that contains a provision to submit to binding arbitration any controversy arising thereunder.

5 Last Events

01/07/2025	House	Prefiled and ordered printed; Offered 01-13-2025 25104336D
01/07/2025	House	Referred to Committee on Education

HB 2098 - Labor and employment provisions; application of law; payment of wages; definition of employer.

Chief Patron: Maldonado

Status: In Subcommittee

A BILL to amend and reenact §§ 40.1-2, 40.1-2.1, and 40.1-29 of the Code of Virginia, relating to labor and employment provisions; application of law; payment of wages; definition of employer.

SUMMARY AS INTRODUCED:

Labor and employment provisions; application of law; payment of wages; definition of employer.

Clarifies that the exemption for the Commonwealth or any of its agencies, institutions, or political subdivisions, or any public body under Title 40.1 does not apply when expressly provided otherwise. The bill provides a definition of "public body" for Title 40.1. Additionally, the bill provides that for the purposes of certain requirements related to the payment of wages, "employer" includes the Commonwealth and its agencies, institutions, and political subdivisions, school boards, or any public body.

5 Last Events

01/07/2025	House	Prefiled and ordered printed; Offered 01-13-2025 25104565D
01/07/2025	House	Referred to Committee on Labor and Commerce
01/14/2025	House	Assigned L & C sub: Subcommittee #2

HB 2286 - Department of Education; paid parental and family leave program for certain school board employees.

Chief Patron: Coyner

Status: Committee Referral Pending

A BILL to amend the Code of Virginia by adding a section numbered 22.1-289.3, relating to Department of Education; paid parental and family leave program for certain school board employees.

SUMMARY AS INTRODUCED:

Department of Education; paid parental and family leave program for certain school board employees.

Requires the Department of Education to establish and administer a paid parental and family leave program in which school boards may opt to participate and by which any individual employed full time for at least the immediately preceding three months by such a participating school board shall, after submitting to the school board an application form approved by the Department and with such supporting documentation as may be required by the Department, receive six weeks of paid leave at 50 percent of the employee's regular salary to care for a family member facing a serious health condition or emergency or six weeks of paid leave at 100 percent of the employee's regular salary following the birth, adoption, or foster placement of such employee's child, with certain terms and conditions set forth in the bill. The bill provides that the program shall be funded with such funds as may be provided pursuant to the general appropriation act and that the Department shall reimburse participating school boards for paid parental leave and paid family leave provided pursuant to the program.

5 Last Events

01/08/2025	House	Prefiled and ordered printed; Offered 01-08-2025 25102877D
01/08/2025	House	Committee Referral Pending

HB 2356 - Prevailing wage rate; apprenticeship requirements; renewable energy portfolio standard eligible source work; penalties.

Chief Patron: Mundon King

Status: Committee Referral Pending

A BILL to amend the Code of Virginia by adding in Chapter 3 of Title 40.1 an article numbered 1.2, consisting of sections numbered 40.1-28.13, 40.1-28.14, and 40.1-28.15, relating to prevailing wage rate; apprenticeship requirements; renewable energy portfolio standard eligible source work; penalties.

SUMMARY AS INTRODUCED:

Prevailing wage rate; apprenticeship requirements; renewable energy portfolio standard eligible source work; penalties. Requires each public service company, including its contractors and subcontractors, to ensure payment at the prevailing wage rate set by the Department of Labor and Industry for any mechanic, laborer, or worker employed, retained, or otherwise hired to perform construction, maintenance, or repair work for certain electricity generating sources. The bill requires each public service company to (i) ensure that 15 percent of the total labor hours of such work is performed by qualified apprentices and (ii) employ at least one qualified apprentice if four or more individuals are employed to perform such work. Under the bill, a public service company that fails to meet the requirements of its provisions is required to make penalty payments to the Commissioner of Labor and Industry.

5 Last Events

01/08/2025	House	Prefiled and ordered printed; Offered 01-08-2025 25104107D
01/08/2025	House	Committee Referral Pending

HB 2469 - Overtime for certain employees; domestic service workers and live-in domestic workers.

Chief Patron: Henson

Status: Committee Referral Pending

A BILL to amend and reenact § 40.1-29.3 of the Code of Virginia, relating to overtime for certain employees; domestic service workers and live-in domestic workers.

SUMMARY AS INTRODUCED:

Overtime for certain employees; domestic service workers and live-in domestic workers. Adds domestic workers, as defined in the bill, to provisions related to overtime pay.

5 Last Events

01/08/2025	House	Prefiled and ordered printed; Offered 01-08-2025 25101509D
01/08/2025	House	Committee Referral Pending

HB 2495 - Collective bargaining by firefighters and emergency medical services providers.

Chief Patron: Askew

Status: Committee Referral Pending

A BILL to amend and reenact §§ 40.1-55, 40.1-57.2, and 40.1-57.3 of the Code of Virginia and to amend the Code of Virginia by adding in Chapter 4 of Title 40.1 an article numbered 2.2, consisting of sections numbered 40.1-57.4 through 40.1-57.10, relating to collective bargaining by firefighters and emergency medical services providers.

SUMMARY AS INTRODUCED:

Collective bargaining by firefighters and emergency medical services providers. Authorizes firefighters and emergency medical services providers employed by a political subdivision of the Commonwealth to engage in collective bargaining through labor organizations or other designated representatives. The bill establishes the Fire Service Cooperation Board to administer its provisions. The bill provides for the appointment of a three-member board of arbitration regarding any dispute arising between an employer and firefighters or emergency medical services providers. Under the bill, determinations made by such board of arbitration are final on a disputed issue and are binding on the parties involved. The bill has a delayed effective date of January 1, 2026.

5 Last Events

01/08/2025	House	Prefiled and ordered printed; Offered 01-08-2025 25104258D
01/08/2025	House	Committee Referral Pending

HB 2531 - Paid family and medical leave insurance program; notice requirements; civil action.

Chief Patron: Sewell

Status: Committee Referral Pending

A BILL to amend and reenact § 58.1-322.02 of the Code of Virginia and to amend the Code of Virginia by adding in Title 60.2 a chapter numbered 8, consisting of sections numbered 60.2-800 through 60.2-821, relating to paid family and medical leave insurance program; notice requirements; civil action.

SUMMARY AS INTRODUCED:

Paid family and medical leave insurance program; notice requirements; civil action. Requires the Virginia Employment Commission to establish and administer a paid family and medical leave insurance program with benefits beginning January 1, 2028. Under the program, benefits are paid to covered individuals, as defined in the bill, for family and medical leave. Funding for the program is provided through premiums assessed to employers and employees beginning January 1, 2027. The bill provides that the amount of a benefit is 80 percent of the employee's average weekly wage, not to exceed 120 percent of the state weekly wage, which amount is required to be adjusted annually to reflect changes in the statewide average weekly wage. The bill caps the duration of paid leave at 12 weeks in any application year and provides self-employed individuals the option of participating in the program.

5 Last Events

01/08/2025	House	Prefiled and ordered printed; Offered 01-08-2025 25103497D
01/08/2025	House	Committee Referral Pending

HB 2561 - Employee protections; minimum wage and overtime wages; civil actions; misclassification of workers.

Chief Patron: Lopez

Status: Committee Referral Pending

A BILL to amend and reenact §§ 2.2-3907, 40.1-28.7:7, 40.1-28.12, 40.1-29, 40.1-29.2, and 40.1-29.3 of the Code of Virginia, relating to employee protections; minimum wage and overtime wages; civil actions; misclassification of workers.

SUMMARY AS INTRODUCED:

Employee protections; minimum wage and overtime wages; civil actions; misclassification of workers.

Provides that an employer that violates minimum wage or overtime wages provisions is liable to the employee for the applicable remedies, damages, or other relief available in an action brought pursuant to the civil action provisions currently available for the nonpayment of wages. Such provisions currently available provide that an employee may bring an action in a court of competent jurisdiction to recover payment of the wages, and the court is required to award the wages owed, an additional equal amount as liquidated damages, plus prejudgment interest thereon, and reasonable attorney fees and costs. Under current law, if the court finds that the employer knowingly failed to pay wages to an employee, the court is required to award the employee an amount equal to triple the amount of wages due and reasonable attorney fees and costs, and such actions are required to be commenced within three years after the cause of action accrued.

The bill also increases from 300 days to two years the amount of time a complainant has to file an allegation of discriminatory practice with the Office of Civil Rights of the Department of Law alleging a violation of the Virginia Human Rights Act or federal statutes governing discrimination in employment that also falls under the jurisdiction of the Virginia Human Rights Act.

Additionally, the bill provides that a civil action brought by an individual against his employer for failing to properly classify the individual as an employee under current law shall be commenced within three years after the cause of action accrued.

5 Last Events

01/12/2025	House	Prefiled and ordered printed; Offered 01-13-2025 25104499D
01/12/2025	House	Committee Referral Pending

HB 2619 - Private companies providing public transportation services; employee protections.

Chief Patron: Helmer

Status: Committee Referral Pending

A BILL to amend and reenact §§ 15.2-947 and 33.2-1917 of the Code of Virginia, relating to private companies providing public transportation services; employee protections.

SUMMARY AS INTRODUCED:

Private companies providing public transportation services; employee protections. Requires the governing body or transportation district commission of any county or city that contracts with a private company to provide transportation services to (i) require such company to provide any employee of such company providing such services compensation and benefits that are at a minimum equivalent to the compensation and benefits provided to a public employee, as defined in the bill, with a position requiring equivalent qualifications and (ii) if a county or city within such transportation district has adopted an ordinance or resolution authorizing collective bargaining by employees of such county or city, require such company to enter into and adhere to a collective bargaining agreement.

5 Last Events

01/13/2025	House	Presented and ordered printed 25104099D
01/13/2025	House	Committee Referral Pending

HJ 450 - Constitutional amendment (first reference); right to work.

Chief Patron: Green

Status: Committee Referral Pending

Proposing an amendment to the Constitution of Virginia by adding in Article I a section numbered 11-A, relating to the right to work.

SUMMARY AS INTRODUCED:

Constitutional amendment (first reference); right to work. Proposes an amendment to the Constitution of Virginia that declares that any agreement or combination between any employer and any labor union or labor organization whereby persons not members of such union or organization are denied the right to work for the employer, or whereby such membership is made a condition of employment or continuation of employment by such employer, or whereby any such union or organization acquires an employment monopoly in any enterprise, constitutes an illegal combination or conspiracy and is void.

5 Last Events

01/07/2025	House	Prefiled and ordered printed; Offered 01-08-2025 25100084D
01/07/2025	House	Committee Referral Pending

HJ 454 - Study; JLARC; economic and workforce impacts of the automation of ports in the Commonwealth; report.

Chief Patron: Anthony

Status: Committee Referral Pending

Directing the Joint Legislative Audit and Review Commission to study the economic and workforce impacts of the automation of ports in the Commonwealth. Report.

SUMMARY AS INTRODUCED:

Study; JLARC; economic and workforce impacts of the automation of ports in the Commonwealth; report. Directs the Joint Legislative Audit and Review Commission (JLARC), in collaboration with the Modeling and Simulation Advisory Board, the College of Engineering and Technology at Old Dominion University, and the Department of Political Science and School of Social Work at Norfolk State University, to study the economic and workforce impacts of the automation of ports in the Commonwealth. JLARC is directed to report its recommendations no later than the first day of the 2026 Regular Session of the General Assembly.

5 Last Events

01/07/2025	House	Prefiled and ordered printed; Offered 01-08-2025 25102674D
01/07/2025	House	Committee Referral Pending

SB 485 - Employee protections; employer-sponsored meetings on political matters, civil action.

Chief Patron: Carroll Foy

Status: Failed

A BILL to amend the Code of Virginia by adding in Article 1 of Chapter 3 of Title 40.1 a section numbered 40.1-28.7:11, relating to employee protections; employer-sponsored meetings on political matters; civil action.

24102604D

SUMMARY AS INTRODUCED:

Employee protections; employer-sponsored meetings on political matters; civil action. Prohibits an employer from retaliating against an employee (i) because such employee declines to attend or participate in an employer-sponsored meeting or receive an employer's communications conveying an opinion about political matters, as defined in the bill; (ii) as a means of inducing an employee's attendance at such meeting or receipt of such communications; or (iii) because the employee reports a suspected violation of the bill's provisions. The bill permits an employee alleging a violation of the bill's provisions to bring an action in civil court within 90 days after such violation occurs for appropriate relief, including injunctive relief, reinstatement, compensation for lost wages, benefits, and other remuneration, interest, and reasonable attorney fees and costs.

5 Last Events

01/09/2024	Senate	Prefiled and ordered printed; offered 01/10/24 24102604D
01/09/2024	Senate	Referred to Committee on Commerce and Labor
02/01/2024	Senate	Impact statement from DPB (SB485)
02/05/2024	Senate	Continued to 2025 in Commerce and Labor (15-Y 0-N)
11/18/2024	Senate	Left in Commerce and Labor

SB 623 - Firefighters and emergency medical services; collective bargaining by providers.

Chief Patron: Lucas

Status: Failed

A BILL to amend and reenact §§ 40.1-55, 40.1-57.2, and 40.1-57.3 of the Code of Virginia and to amend the Code of Virginia by adding in Chapter 4 of Title 40.1 an article numbered 2.2, consisting of sections numbered 40.1-57.4 through 40.1-57.7, relating to collective bargaining by firefighters and emergency medical services providers.

24104645D

SUMMARY AS INTRODUCED:

Collective bargaining by firefighters and emergency medical services providers. Authorizes firefighters and emergency medical services providers employed by a political subdivision of the Commonwealth to engage in collective bargaining through labor organizations or other designated representatives. The bill provides for the appointment of a three-member board of arbitration regarding any dispute arising between an employer and firefighters or emergency medical services providers. Under the bill, determinations made by such board of arbitration are final on a disputed issue and are binding on the parties involved.

5 Last Events

01/22/2024	Senate	Reported from Commerce and Labor with substitute (8-Y 6-N)
01/22/2024	Senate	Committee substitute printed 24105500D-S1
01/22/2024	Senate	Rereferred to Finance and Appropriations
01/31/2024	Senate	Continued to 2025 in Finance and Appropriations (13-Y 2-N)
11/19/2024	Senate	Left in Finance and Appropriations

SB 685 - Minimum wage and overtime pay; warehouse distribution center employees and employers, civil action.

Chief Patron: Carroll Foy

Status: Failed

A BILL to amend and reenact §§ 2.2-2751, 40.1-28.12, 40.1-29, 40.1-29.2, 40.1-29.3, and 53.1-40.02 of the Code of Virginia, relating to minimum wage and overtime pay; warehouse distribution center employees and employers; civil action; civil penalty.

24105407D

SUMMARY AS INTRODUCED:

Minimum wage and overtime pay; warehouse distribution center employees and employers; civil action; civil penalty. Provides that (i) an employer that violates requirements in existing law relating to the minimum wage, payment of wages and salaries, or overtime pay or (ii) a warehouse employer, as defined in the bill, that violates the bill's provisions shall be liable to an impacted employee for certain remedies, damages, and other relief as specified in the bill. The bill requires a warehouse employer to provide each warehouse employee, as defined in the bill, a written description of each performance standard to which such employee is subject and of any potential adverse employment action that may result from such employee's failure to meet such performance standard. The bill prohibits a warehouse employer from taking adverse action against a warehouse employee for such employee's use of a bathroom facility. The bill provides that a warehouse employer that violates the bill's provisions relating to warehouse employers is subject to a civil penalty not to exceed \$5,000 for each violation.

5 Last Events

01/18/2024	Senate	Presented and ordered printed 24105407D
01/18/2024	Senate	Referred to Committee on Commerce and Labor
02/05/2024	Senate	Continued to 2025 in Commerce and Labor (15-Y 0-N)
11/18/2024	Senate	Left in Commerce and Labor

SB 853 - Prevailing wage rate; apprenticeship requirements, RPS-eligible source work, penalties.

Chief Patron: Rouse

Status: In Committee

A BILL to amend the Code of Virginia by adding in Chapter 3 of Title 40.1 an article numbered 1.2, consisting of sections numbered 40.1-28.13 , 40.1-28.14, and 40.1-28.15, relating to prevailing wage rate; apprenticeship requirements; RPS-eligible source work; penalties.

SUMMARY AS INTRODUCED:

Prevailing wage rate; apprenticeship requirements; RPS-eligible source work; penalties. Requires each public service company, including its contractors and subcontractors, to ensure payment at the prevailing wage rate set by the Department of Labor and Industry for any mechanic, laborer, or worker employed, retained, or otherwise hired to perform construction, maintenance, or repair work for certain electricity generating sources. The bill requires each public service company to (i) ensure that 15 percent of the total labor hours of such work is performed by qualified apprentices and (ii) employ at least one qualified apprentice if four or more individuals are employed to perform such work. Under the bill, a public service company that fails to meet the requirements of its provisions is required to make penalty payments to the Commissioner of Labor and Industry.

5 Last Events

01/03/2025	Senate	Prefiled and ordered printed; Offered 01-08-2025 25102569D
01/03/2025	Senate	Referred to Committee on Commerce and Labor

SB 917 - Collective bargaining by public employees; exclusive bargaining representatives.

Chief Patron: Surovell

Status: In Committee

A BILL to amend and reenact § 40.1-55 of the Code of Virginia, to amend the Code of Virginia by adding in Chapter 4 of Title 40.1 an article numbered 2.2, consisting of sections numbered 40.1-57.4 through 40.1-57.23, and to repeal Article 2.1 (§§ 40.1-57.2 and 40.1-57.3) of Chapter 4 of Title 40.1 of the Code of Virginia, relating to collective bargaining by public employees; exclusive bargaining representatives.

SUMMARY AS INTRODUCED:

Collective bargaining by public employees; exclusive bargaining representatives. Repeals the existing prohibition on collective bargaining by public employees. The bill creates the Public Employee Relations Board, which shall determine appropriate bargaining units and provide for certification and decertification elections for exclusive bargaining representatives of state employees and local government employees. The bill requires public employers and employee organizations that are exclusive bargaining representatives to meet at reasonable times to negotiate in good faith with respect to wages, hours, and other terms and conditions of employment. The bill repeals a provision that declares that, in any procedure providing for the designation, selection, or authorization of a labor organization to represent employees, the right of an individual employee to vote by secret ballot is a fundamental right that shall be guaranteed from infringement.

5 Last Events

01/05/2025	Senate	Prefiled and ordered printed; Offered 01-08-2025 25102162D
01/05/2025	Senate	Referred to Committee on Commerce and Labor

SB 919 - Private companies providing public transportation services; employee protections.

Chief Patron: Salim

Status: In Committee

A BILL to amend and reenact §§ 15.2-947 and 33.2-1917 of the Code of Virginia, relating to private companies providing public transportation services; employee protections.

SUMMARY AS INTRODUCED:

Private companies providing public transportation services; employee protections. Requires the governing body or transportation district commission of any county or city that contracts with a private company to provide transportation services to (i) require such company to provide any employee of such company providing such services compensation and benefits that are at a minimum equivalent to the compensation and benefits provided to a public employee, as defined in the bill, with a position requiring equivalent qualifications and (ii) if a county or city within such transportation district has adopted an ordinance or resolution authorizing collective bargaining by employees of such county or city, require such company to enter into and adhere to a collective bargaining agreement.

5 Last Events

01/05/2025	Senate	Prefiled and ordered printed; Offered 01-08-2025 25100149D
01/05/2025	Senate	Referred to Committee on Transportation
01/07/2025	Senate	Fiscal Impact Statement from Department of Planning and Budget (SB919)

SB 967 - Minimum wage and overtime pay; warehouse distribution center employees and employers; civil action; civil penalty.

Chief Patron: Carroll Foy

Status: Failed

A BILL to amend and reenact §§ 40.1-28.12, 40.1-29, 40.1-29.2, and 40.1-29.3 of the Code of Virginia and to amend the Code of Virginia by adding in Article 1 of Chapter 3 of Title 40.1 a section numbered 40.1-28.7:12, relating to minimum wage and overtime pay; warehouse distribution center employees and employers; civil action; civil penalty.

SUMMARY AS INTRODUCED:

Minimum wage and overtime pay; warehouse distribution center employees and employers; civil action; civil penalty. Provides that (i) an employer that violates requirements in existing law relating to the minimum wage, payment of wages and salaries, or overtime pay or (ii) a warehouse employer, as defined in the bill, that violates the bill's provisions shall be liable to an impacted employee for certain remedies, damages, and other relief as specified in the bill. The bill requires a warehouse employer to provide each warehouse employee, as defined in the bill, a written description of each performance standard to which such employee is subject and of any potential adverse employment action that may result from such employee's failure to meet such performance standard. The bill prohibits a warehouse employer from taking an adverse action against a warehouse employee for such employee's use of a bathroom facility. The bill provides that a warehouse employer that violates the bill's provisions relating to warehouse employers is subject to a civil penalty not to exceed \$5,000 for each violation.

5 Last Events

01/06/2025	Senate	Prefiled and ordered printed; Offered 01-08-2025 25102282D
01/06/2025	Senate	Referred to Committee on Commerce and Labor
01/13/2025	Senate	Failed to report (defeated) in Commerce and Labor (6-Y 8-N 1-A)

Counts: HB: 13 HJ: 2 SB: 7 SJ: 0