

25101138D

1 **HOUSE BILL NO. 2127**

2 Offered January 13, 2025

3 Prefiled January 7, 2025

4 *A BILL to amend and reenact § 15.2-1512.3 of the Code of Virginia, relating to telework by local government*
5 *employees.*

6 Patron—Milde

7 Referred to Committee on Counties, Cities and Towns

8 **Be it enacted by the General Assembly of Virginia:**9 **1. That § 15.2-1512.3 of the Code of Virginia is amended and reenacted as follows:**10 **§ 15.2-1512.3. Telework by local government employees.**11 A. Each local government is authorized and encouraged to establish and implement a telecommuting
12 telework policy under which eligible employees of such local government may telecommute to the maximum
13 extent possible without diminished employee performance or service delivery. Such policy shall (i) promote
14 best practices to demonstrate that the strongest teams are best cultivated, and learning is most enhanced, in
15 an in-person setting; (ii) determine positions where telework is appropriate for managing the affairs and
16 operations of a department and recognize that telework may not be a suitable alternative for many positions;
17 (iii) ensure that individual telework agreements reflect specific days of onsite work that are consistent with
18 effective delivery of services and team collaboration; and (iv) ensure that legal requirements are met for
19 employees who have unique workplace considerations.20 B. All employees applying for telework shall submit a standard telework agreement as provided by the
21 local government to their human resources department or other appropriate department as determined by the
22 local government telework policy.23 C. A local government telework policy shall include provisions requiring (i) department head approval
24 for any telework agreement where one telework day per week is requested, (ii) chief administrative officer
25 approval for any telework agreement where two telework days per week is requested, and (iii) local
26 governing body approval for any telework agreement where more than two telework days per week is
27 requested.28 D. Approved teleworking agreements (i) remain effective for one year, subject to termination by the local
29 government, and (ii) may be superseded when an employee is notified by his supervisor of activities that
30 require an employee to work on site. Localities shall review telework agreements annually.31 **2. That the provisions of this act shall become effective on July 1, 2026.**

INTRODUCED

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