

25101138D

HOUSE BILL NO. 2127

Offered January 13, 2025

Prefiled January 7, 2025

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

Patron—Milde

Referred to Committee on Counties, Cities and Towns

Be it enacted by the General Assembly of Virginia:

1. That § 15.2-1512.3 of the Code of Virginia is amended and reenacted as follows:

§ 15.2-1512.3. Telework by local government employees.

A. Each local government is authorized ~~and encouraged~~ to establish and implement a ~~telecommuting~~ telework policy ~~under which eligible employees of such local government may telecommute to the maximum extent possible without diminished employee performance or service delivery.~~ Such policy shall (i) promote best practices to demonstrate that the strongest teams are best cultivated, and learning is most enhanced, in an in-person setting; (ii) determine positions where telework is appropriate for managing the affairs and operations of a department and recognize that telework may not be a suitable alternative for many positions; (iii) ensure that individual telework agreements reflect specific days of onsite work that are consistent with effective delivery of services and team collaboration; and (iv) ensure that legal requirements are met for employees who have unique workplace considerations.

B. All employees applying for telework shall submit a standard telework agreement as provided by the local government to their human resources department or other appropriate department as determined by the local government telework policy.

C. A local government telework policy shall include provisions requiring (i) department head approval for any telework agreement where one telework day per week is requested, (ii) chief administrative officer approval for any telework agreement where two telework days per week is requested, and (iii) local governing body approval for any telework agreement where more than two telework days per week is requested.

D. Approved teleworking agreements (i) remain effective for one year, subject to termination by the local government, and (ii) may be superseded when an employee is notified by his supervisor of activities that require an employee to work on site. Localities shall review telework agreements annually.

2. That the provisions of this act shall become effective on July 1, 2026.