

## 1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

2 *An Act to amend and reenact §§ 40.1-33.3 through 40.1-33.6 of the Code of Virginia and to amend the Code*  
 3 *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,*  
 4 *and 40.1-33.6:1, relating to employment; paid sick leave; civil penalties.*

5 [H 1921]

6 Approved

7 **Be it enacted by the General Assembly of Virginia:**

8 **1. That §§ 40.1-33.3 through 40.1-33.6 of the Code of Virginia are amended and reenacted and that the**  
 9 **Code of Virginia is amended by adding in Article 2.1 of Chapter 3 of Title 40.1 sections numbered**  
 10 **40.1-33.5:1, 40.1-33.5:2, and 40.1-33.6:1 as follows:**

11 **§ 40.1-33.3. Definitions.**

12 As used in this article, unless the context requires a different meaning:

13 *"Domestic violence" has the same meaning as provided in subdivision 7 of § 38.2-508.*

14 *"Employee" means a home health worker who works on average at least 20 hours per week or 90 hours*  
 15 *per month. "Employee" does not include an individual who (i) is licensed, registered, or certified by a health*  
 16 *regulatory board within the Department of Health Professions; (ii) is employed by a hospital licensed by the*  
 17 *Department of Health; and (iii) works, on average, no more than 30 hours per month.*

18 *"Employer" has the same meaning as provided in § 40.1-2. Notwithstanding the provisions of § 40.1-2.1,*  
 19 *"employer" includes the Commonwealth and its agencies, institutions, and political subdivisions. "Employer"*  
 20 *does not include any agency of the federal government.*

21 *"Family member" means:*

22 1. Regardless of age, a biological child, adopted or foster child, stepchild, legal ward, child to whom the  
 23 employee stands in loco parentis, or individual to whom an employee stood in loco parentis when the  
 24 individual was a minor;

25 2. A biological parent, foster parent, stepparent, adoptive parent, legal guardian of an employee or an  
 26 employee's spouse, or individual who stood in loco parentis to an employee when the employee or  
 27 employee's spouse was a minor child;

28 3. An individual to whom an employee is legally married under the laws of any state;

29 4. A grandparent, grandchild, or sibling, whether of a biological, foster, adoptive, or step relationship, of  
 30 an employee or the employee's spouse;

31 5. An individual for whom an employee is responsible for providing or arranging *health or safety-related*  
 32 *care, including helping that individual obtain diagnostic, preventive, routine, or therapeutic health treatment*  
 33 *or ensuring the person is safe following domestic violence, sexual assault, or stalking; or*

34 6. Any other individual related by blood or affinity whose close association with an employee is the  
 35 equivalent of a family relationship.

36 *"Home health worker" means an individual who provides personal care, respite, or companion services to*  
 37 *an individual who receives consumer-directed services under the state plan for medical assistance services.*

38 *"Paid sick leave" means leave that is compensated at the same hourly rate and with the same benefits,*  
 39 *including health care benefits, as an employee normally earns during hours worked and is provided by an*  
 40 *employer to an employee for the purposes described in § 40.1-33.5; however, such hourly rate shall not be*  
 41 *less than the minimum wage amount set forth in § 40.1-28.10 without reduction for any tip credit that the*  
 42 *employer would otherwise be permitted to claim.*

43 *"Retaliatory action" means a denial of any benefit provided pursuant to this article; any threat, discharge,*  
 44 *suspension, demotion, or reduction of hours; or the taking of any other adverse action against an employee*  
 45 *as a result of the employee's exercise of any paid sick leave benefits. "Retaliatory action" includes*  
 46 *interference with or punishment for in any manner participating in or assisting an investigation, proceeding,*  
 47 *or hearing under this article.*

48 *"Sexual assault" means any act prohibited by the provisions of § 18.2-61, 18.2-67.1, 18.2-67.3, or*  
 49 *18.2-67.4.*

50 *"Stalking" means conduct prohibited by the provisions of § 18.2-60.3.*

51 *"Year" means a regular and consecutive 12-month period as determined by the employer.*

52 **§ 40.1-33.4. Accrual of paid sick leave.**

53 A. All employees shall accrue a minimum of one hour of paid sick leave for every 30 hours worked. Paid  
 54 sick leave shall be carried over to the year following the year in which it was accrued. An employee shall not  
 55 accrue or, use, or carry over more than 40 hours of paid sick leave in a year, unless the employer selects a  
 56 higher limit.

57 B. Employees who are exempt from overtime requirements under 29 U.S.C. § 213(a)(1) of the federal Fair  
58 Labor Standards Act, 29 U.S.C. § 201 et seq., will be assumed to work 40 hours in each workweek for  
59 purposes of paid sick leave accrual unless their normal workweek is less than 40 hours, in which case paid  
60 sick leave accrues on the basis of that normal workweek.

61 C. *Employees who are employed and compensated on a fee-for-service basis shall accrue paid sick leave*  
62 *in accordance with regulations adopted by the Commissioner. The Commissioner shall promulgate such*  
63 *regulations, which shall provide for the accrual of paid sick leave for such employees that is consistent with*  
64 *the provisions of this section.*

65 D. Paid sick leave as provided in this section shall begin to accrue at the commencement of employment.  
66 An employer may provide all paid sick leave that an employee is expected to accrue in a year at the  
67 beginning of the year.

68 ~~D.~~ E. Any employer with a paid leave policy, such as a paid time off policy, that provides an employee an  
69 amount of paid leave sufficient to meet the requirements of this section and that may be used for the same  
70 purposes and under the same conditions as paid sick leave under this article shall not be required to provide  
71 additional paid sick leave to any employee that is eligible for paid leave under the policy.

72 ~~E.~~ F. Any employer that has entered into a bona fide collective bargaining agreement that requires the  
73 employer to provide an amount of paid leave sufficient to meet the requirements of this section and that may  
74 be used for the same purposes and under the same conditions as paid sick leave under this article shall not be  
75 required to provide additional paid sick leave to any employee covered by such collective bargaining  
76 agreement.

77 G. *Nothing in this section shall be construed as requiring financial or other reimbursement to an*  
78 *employee from an employer upon the employee's termination, resignation, retirement, or other separation*  
79 *from employment for accrued paid sick leave that has not been used.*

80 H. *If an employee is transferred to a separate division, entity, or location but remains employed by the*  
81 *same employer, the employee is entitled to all paid sick leave accrued at the prior division, entity, or location*  
82 *and is entitled to use all paid sick leave as provided in this section. If an employee is separated from*  
83 *employment with an employer and the employee is rehired within 12 months of separation by the same*  
84 *employer, previously accrued paid sick leave that had not been used shall be reinstated. Further, the*  
85 *employee shall be entitled to use accrued paid sick leave and accrue additional paid sick leave at the*  
86 *recommencement of employment.*

87 I. *When a different employer succeeds or takes the place of an existing employer, all employees of the*  
88 *original employer who remain employed by the successor employer are entitled to all paid sick leave that*  
89 *they accrued when employed by the original employer and to use paid sick leave previously accrued.*

90 J. *At its discretion, an employer may loan paid sick leave to an employee in advance of accrual of paid*  
91 *sick leave by such employee.*

92 K. *Nothing in this article shall be construed (i) to discourage or prohibit an employer from the adoption*  
93 *or retention of a more generous paid sick leave policy than outlined herein; (ii) to preempt, limit, or*  
94 *otherwise affect the applicability of any other law, regulation, requirement, policy, or standard that provides*  
95 *for greater accrual or use by employees of paid sick leave or that extends other protections to employees; or*  
96 *(iii) as diminishing the rights of public employees regarding paid sick leave or the use of paid sick leave as*  
97 *provided under any applicable law.*

98 **§ 40.1-33.5. Use of paid sick leave.**

99 A. Paid sick leave shall be provided to an employee by an employer for:

100 1. An employee's mental or physical illness, injury, or health condition; an employee's need for medical  
101 diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or an employee's need  
102 for preventive medical care; ~~or~~

103 2. Care of a family member with a mental or physical illness, injury, or health condition; care of a family  
104 member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health  
105 condition; or care of a family member who needs preventive medical care; *or*

106 3. *Absence due to domestic violence, sexual assault, or stalking, provided the leave is to allow the*  
107 *employee to seek or obtain medical care, mental health care, counseling, legal services, relocation or*  
108 *securing of an existing home, or other victim services for the employee or the employee's family member.*

109 B. Paid sick leave shall be provided upon the request of an employee. Such request may be made orally, in  
110 writing, by electronic means, or by any other means acceptable to the employer. When possible, the request  
111 shall include the expected duration of the absence.

112 C. When the use of paid sick leave is foreseeable, the employee shall make a good faith effort to provide  
113 notice of the need for such leave to the employer in advance of the use of the paid sick leave and shall make a  
114 reasonable effort to schedule the use of paid sick leave in a manner that does not unduly disrupt the  
115 operations of the employer.

116 D. An employer that requires notice of the need to use paid sick leave shall provide a written policy that  
117 contains procedures for its employees to provide notice. An employer that has not provided to an employee a  
118 copy of its written policy for providing such notice shall not deny paid sick leave to the employee based on

119 noncompliance with such a policy.

120 E. An employer shall not require, as a condition of an employee's taking paid sick leave, that an employee  
121 search for or find a replacement worker to cover the hours during which the employee is using paid sick  
122 leave. An employer shall not require an employee to work an alternate shift to make up for the use of sick  
123 leave.

124 F. *Paid sick leave shall be used in hourly increments unless the employer allows paid sick leave to be*  
125 *taken in smaller increments.*

126 G. *An employer shall not require disclosure of details of health information about an employee or an*  
127 *employee's family member or details of domestic violence, sexual assault, or stalking as a condition of*  
128 *providing paid sick leave under this article. Unless otherwise required by law, an employer who possesses*  
129 *health, domestic violence, sexual assault, or stalking information about an employee or an employee's family*  
130 *member shall treat such information as confidential and shall not disclose such information except to the*  
131 *employee or with the consent of the employee.*

132 H. For paid sick leave of three or more consecutive work days, an employer may require reasonable  
133 documentation that the paid sick leave has been used for a purpose for which such leave is required to be  
134 provided as set forth in subsection A. *For the use of paid sick leave related to subdivision A 1 or 2,*  
135 *documentation signed by a health care professional indicating that paid sick leave is necessary shall be*  
136 *considered reasonable documentation for purposes of this subsection. For the use of paid sick leave related*  
137 *to subdivision A 3, (i) a police report indicating domestic violence, sexual assault, or stalking; (ii) a court*  
138 *document indicating the employee is involved in legal action related to domestic violence, sexual assault, or*  
139 *stalking; (iii) documentation from a victim services advocate, the employee's attorney, a member of the*  
140 *clergy, or a health care professional that the employee is or was receiving services related to domestic*  
141 *violence, sexual assault, or stalking; or (iv) the employee's written statement that the use of paid sick leave is*  
142 *for one of the purposes described in subdivision A 3 shall be considered reasonable documentation for*  
143 *purposes of this subsection.*

144 **§ 40.1-33.5:1. Certain health care workers; waiver; exception.**

145 A. An employee who (i) is licensed, registered, or certified by a health regulatory board within the  
146 Department of Health Professions; (ii) is employed by a hospital licensed by the Department of Health; and  
147 (iii) works, on average, no more than 30 hours per month may waive the right to accrue and use paid sick  
148 leave under the provisions of this article. Such waiver shall be in writing and signed by the employee and the  
149 employer. If an employee waives his rights in accordance with this subsection, the employer shall be deemed  
150 to have satisfied the provisions of this article with respect to such employee.

151 B. Notwithstanding the provisions of this article, an employer shall not be required to provide paid sick  
152 leave under the provisions of this article to any employee who is employed on a pro re nata, or as-needed,  
153 basis, regardless of the number of hours worked in the month and who is (i) licensed, registered, or certified  
154 by a health regulatory board within the Department of Health Professions; (ii) employed by a facility  
155 licensed by the Department of Health; or (iii) employed by the University of Virginia Medical Center or  
156 Virginia Commonwealth University Health System Authority.

157 **§ 40.1-33.5:2. Notice and recordkeeping; regulations.**

158 The Commissioner shall promulgate regulations for employee notice and employer recordkeeping,  
159 including requirements for employers:

160 1. To notify employees of their rights under this article, both in writing and through required posting,  
161 including their right to file a complaint or bring a civil action for violations of this article;

162 2. To establish and maintain recordkeeping systems regarding the use and accrual of paid sick leave,  
163 including the requirement to retain records for three years; and

164 3. To ensure the confidentiality of any protected health information or information regarding domestic  
165 violence, sexual assault, or stalking that the employer possesses about an employee or an employee's family  
166 member.

167 **§ 40.1-33.6. Retaliatory action prohibited.**

168 A. No employer shall discharge, discipline, threaten, discriminate against, or penalize an employee, or  
169 take other retaliatory action regarding an employee's compensation, terms, conditions, location, or privileges  
170 of employment, because the employee (i) has requested or exercised the benefits provided for in this article  
171 or; (ii) has alleged a violation of this article; (iii) has participated in an investigation, hearing, or proceeding  
172 or cooperated with or assisted the Commissioner in investigations of any alleged violation of this article; or  
173 (iv) has informed any individual of such individual's potential benefits under this article.

174 B. Neither an employer nor any other person shall interfere with, restrain, deny the exercise of, or deny  
175 the attempt to exercise any benefit provided pursuant to this article. An employer's absence control policy  
176 shall not count paid sick leave taken under this article as an absence that may lead to or result in discipline,  
177 discharge, demotion, suspension, or any other adverse action. Protections of this section shall apply to any  
178 person who mistakenly but in good faith alleges a violation of the provisions of this article.

179 **§ 40.1-33.6:1. Enforcement; civil penalties; civil actions.**

180 A. The Commissioner shall promulgate regulations for implementation and enforcement of this article.

181 *B. The Commissioner shall enforce the provisions of this article. In effectuating such enforcement, the*  
182 *Commissioner shall establish a system utilizing multiple means of communication to receive complaints*  
183 *regarding noncompliance with this article and to investigate complaints received by the Commissioner in a*  
184 *timely manner.*

185 *C. Any person alleging a violation of this article shall have the right to file a complaint with the*  
186 *Commissioner within one year of the date the person knew or should have known of the alleged violation. The*  
187 *Commissioner shall encourage reporting pursuant to this section by keeping confidential, to the maximum*  
188 *extent permitted by applicable laws, the name and other identifying information of the employee or other*  
189 *person reporting the violation, provided, however, that with the authorization of such person, the*  
190 *Commissioner may disclose the person's name and identifying information as necessary to enforce this article*  
191 *or for other appropriate purposes.*

192 *D. Upon receiving a complaint alleging a violation of this article, the Commissioner shall investigate*  
193 *such complaint and attempt to resolve it through mediation between the complainant and the subject of the*  
194 *complaint or other means. The Commissioner shall keep the complainant notified regarding the status of his*  
195 *complaint and any resultant investigation. If the Commissioner believes that a violation has occurred, he*  
196 *shall issue to the offending person or employer a notice of violation and the relief required of the offending*  
197 *person or entity. The Commissioner shall prescribe the form and wording of such notices of violation,*  
198 *including any method of appealing a decision of the Commissioner.*

199 *E. The Commissioner shall notify any employer who he alleges has violated any provision of this article*  
200 *by certified mail. Such notice shall contain a description of the alleged violation. Within 15 days of receipt of*  
201 *notice of the alleged violation, the employer may request an informal conference with the Commissioner*  
202 *regarding such violation.*

203 *F. Any such employer who knowingly violates this article shall be subject to a civil penalty not to exceed*  
204 *\$150 for the first violation and, for subsequent violations that occur within two years of any previous*  
205 *violation, not to exceed \$300 for the second violation and not to exceed \$500 for each successive violation. In*  
206 *determining the amount of any civil penalty to be imposed, the Commissioner shall consider the size of the*  
207 *business of the employer charged and the gravity of the violation. The decision of the Commissioner shall be*  
208 *final.*

209 *G. The Commissioner, with the written and signed consent of an employee, may institute proceedings on*  
210 *behalf of an employee to enforce compliance with this article, to grant equitable relief as appropriate and*  
211 *permitted by law, and to collect the amount of any uncompensated sick leave that shall be paid to the*  
212 *employee entitled thereto. Upon entry of a final order of the Commissioner, or upon entry of a judgment*  
213 *against the employer, the Commissioner or the court shall assess attorney fees of one-third the amount set*  
214 *forth in the final order or judgment.*

215 *H. In addition to any civil penalties provided by this section, and without regard to any exhaustion of*  
216 *alternative administrative remedies provided for in this section, an employee who alleges a violation of this*  
217 *article may bring a civil action in a court of competent jurisdiction against an employer violating this article.*  
218 *Such action may be brought by a person aggrieved by a violation of this article without first filing an*  
219 *administrative complaint. Upon prevailing in an action brought pursuant to this section, the court shall order*  
220 *as a remedy to the employee (i) twice the amount of any uncompensated sick leave; (ii) twice the amount of*  
221 *any actual damages suffered as the result of an employer's violation of this article; (iii) injunctive relief as*  
222 *appropriate to restrain continued violation of this article; (iv) such legal or equitable relief as may be*  
223 *appropriate to remedy the violation, including the reinstatement of the employee to the same position held*  
224 *before the retaliatory action or to an equivalent position; and (v) compensation for any lost wages, benefits,*  
225 *and other remuneration, together with interest thereon and reasonable attorney fees and costs. The statute of*  
226 *limitations for a civil action brought pursuant to this section shall be for a period of two years from the date*  
227 *the alleged violation occurred or the date the aggrieved employee knew or should have known of the*  
228 *violation.*

229 *I. Civil penalties owed under this article shall be paid to the Commissioner for deposit into the general*  
230 *fund. The Commissioner shall prescribe procedures for the payment of proposed assessments of civil*  
231 *penalties that are not contested by employers. Such procedures shall include provisions for an employer to*  
232 *consent to abatement of the alleged violation and to pay a proposed civil penalty or a negotiated sum in lieu*  
233 *of such civil penalty without admission of any civil liability arising from such alleged violation.*

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