

# 2026 SESSION

INTRODUCED

26102456D

1 **HOUSE BILL NO. 494**

2 Offered January 14, 2026

3 Prefiled January 12, 2026

4 A BILL to amend the Code of Virginia by adding a section numbered 2.2-2903.01, relating to Virginia  
5 Personnel Act; hiring preference in state government; certain former federal employees.

6 Patron—Guzman

7 Committee Referral Pending

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

9 **1. That the Code of Virginia is amended by adding a section numbered 2.2-2903.01 as follows:**

10 **§ 2.2-2903.01. Hiring preference for certain former federal employees.**

11 *A. In a manner consistent with federal and state law, if any person who has been terminated from a*  
12 *position of employment with the federal government on or after April 1, 2025, due to a reduction in the*  
13 *federal budget, initiatives put in place by the federal Department of Government Efficiency, or any other*  
14 *effort deemed unrelated to a violation in the workplace, workplace performance, or a dereliction of duty*  
15 *applies for employment with the Commonwealth, such person shall be given preference during the selection*  
16 *process, provided that such person meets all of the knowledge, skill, and ability requirements for the*  
17 *available position.*

18 *B. For purposes of this section, the term "preference" requires that a person who has been terminated*  
19 *from a position of employment with the federal government as outlined in subsection A be hired over a*  
20 *person who has not been terminated from a position of employment with the federal government when the two*  
21 *individuals are substantially equal in qualifications for an eligible position.*

22 **2. That the provisions of this act shall expire on January 21, 2029.**

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