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HOUSE BILL NO. 494

Offered January 14, 2026

Prefiled January 12, 2026

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

Patron—Guzman

Committee Referral Pending

Be it enacted by the General Assembly of Virginia:

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

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

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

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

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

INTRODUCED

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