

1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

2 *An Act to amend and reenact §§ 38.2-107.2, 38.2-135, 38.2-316, and 38.2-1800 of the Code of Virginia and*
 3 *to amend the Code of Virginia by adding a section numbered 38.2-107.3 and by adding in Title 60.2 a*
 4 *chapter numbered 8, consisting of sections numbered 60.2-800 through 60.2-821, relating to paid family*
 5 *and medical leave insurance program; notice requirements; civil action.*

6 [S 2]

7 Approved

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

9 **1. That §§ 38.2-107.2, 38.2-135, 38.2-316, and 38.2-1800 of the Code of Virginia are amended and**
 10 **reenacted and that the Code of Virginia is amended by adding a section numbered 38.2-107.3 and by**
 11 **adding in Title 60.2 a chapter numbered 8, consisting of sections numbered 60.2-800 through 60.2-821,**
 12 **as follows:**

13 **§ 38.2-107.2. Private family leave insurance.**

14 ~~"Family~~ *"Private family leave insurance" means an insurance policy issued to an employer related to a*
 15 *benefit program provided to an employee to pay for a percentage or portion of the employee's income loss*
 16 *due to (i) the birth of a child or adoption of a child by the employee; (ii) placement of a child with the*
 17 *employee for foster care; (iii) care of a family member of the employee who has a serious health condition; or*
 18 *(iv) circumstances arising out of the fact that the employee's family member who is a service member is on*
 19 *active duty or has been notified of an impending call or order to active duty. ~~Family~~ Private family leave*
 20 *insurance may be written as an amendment or rider to a group disability income policy, included in a group*
 21 *disability income policy, or written as a separate group insurance policy purchased by an employer.*

22 **§ 38.2-107.3. Paid family and medical leave insurance.**

23 *"Paid family and medical leave insurance" means an insurance policy issued to an employer that meets*
 24 *the minimum requirements necessary for approval pursuant to § 60.2-816 to qualify as a private plan*
 25 *through which such employer may fulfill its obligations under the paid family and medical leave insurance*
 26 *program (§ 60.2-800 et seq.), as determined by the Virginia Employment Commission.*

27 **§ 38.2-135. Classes of insurance companies may be licensed to write.**

28 Except as otherwise provided in this title and subject to any conditions and restrictions imposed therein,
 29 any insurer licensed to transact the business of insurance in the Commonwealth, other than life insurers and
 30 title insurers, may be licensed to write one or more of the classes of insurance enumerated in Article 2
 31 (§ 38.2-101 et seq.) of this chapter that it is authorized under its charter to write, except life insurance,
 32 industrial life insurance, credit life insurance, variable life insurance, modified guaranteed life insurance,
 33 annuities, variable annuities, modified guaranteed annuities, and title insurance. An insurer licensed to write
 34 life insurance shall not be licensed to write any additional class of insurance except modified guaranteed life
 35 insurance, variable life insurance, annuities, modified guaranteed annuities, variable annuities, credit life
 36 insurance, credit accident and sickness insurance, accident and sickness insurance, industrial life insurance,
 37 ~~and~~ *private family leave insurance, and paid family and medical leave insurance.* An insurer licensed to write
 38 title insurance shall not be licensed to write any additional class of insurance. However, any life insurer that
 39 has been licensed to write and has been actively engaged in writing life insurance and any additional class of
 40 insurance set out in Article 2 (§ 38.2-101 et seq.) of this chapter continuously during a period of 20 years
 41 immediately preceding July 1, 1952, may continue to be licensed to write those classes of insurance. No
 42 company shall write any class of insurance unless it has a current annual license from the Commission to do
 43 so.

44 **§ 38.2-316. Policy forms to be filed with Commission; notice of approval or disapproval; exceptions.**

45 A. No policy of life insurance, industrial life insurance, variable life insurance, modified guaranteed life
 46 insurance, group life insurance, *private family leave insurance, paid family and medical leave insurance,*
 47 *accident and sickness insurance, or group accident and sickness insurance; no annuity, modified guaranteed*
 48 *annuity, pure endowment, variable annuity, group annuity, group modified guaranteed annuity, or group*
 49 *variable annuity contract; no health services plan, legal services plan, dental or optometric services plan, or*
 50 *health maintenance organization contract; no dental plan organization dental benefit contract; and no fraternal*
 51 *benefit certificate nor any certificate or evidence of coverage issued in connection with such policy, contract,*
 52 *or plan issued or issued for delivery in Virginia shall be delivered or issued for delivery in the*
 53 *Commonwealth unless a copy of the form has been filed with the Commission. In addition to the above*
 54 *requirement, no policy of accident and sickness insurance ~~or~~ private family leave insurance, or paid family*
 55 *and medical leave insurance shall be delivered or issued for delivery in the Commonwealth unless the rate*
 56 *manual showing rates, rules, and classification of risks applicable thereto has been filed with the*

57 Commission.

58 B. Except as provided in this section, no application form shall be used with the policy or contract and no
 59 rider or endorsement shall be attached to or printed or stamped upon the policy or contract unless the form of
 60 such application, rider or endorsement has been filed with the Commission. No individual certificate and no
 61 enrollment form shall be used in connection with any group life insurance policy, group accident and sickness
 62 insurance policy, group annuity contract, group variable annuity contract, *group private family leave*
 63 *insurance policy*, or group *paid family and medical* leave insurance policy unless the form for the certificate
 64 and enrollment form have been filed with the Commission.

65 C. 1. None of the policies, contracts, and certificates specified in subsection A shall be delivered or issued
 66 for delivery in the Commonwealth and no applications, enrollment forms, riders, and endorsements shall be
 67 used in connection with the policies, contracts, and certificates unless the forms thereof have been approved
 68 in writing by the Commission as conforming to the requirements of this title and not inconsistent with law.

69 2. In addition to the above requirement, no premium rate change applicable to individual accident and
 70 sickness insurance policies, subscriber contracts of health services plans, dental or optometric services plans,
 71 or fraternal benefit contracts providing individual accident and sickness coverage as authorized in
 72 § 38.2-4116 shall be used unless the premium rate change has been approved in writing by the Commission.
 73 No premium rate change applicable to individual or group Medicare supplement policies shall be used unless
 74 the premium rate change has been approved in writing by the Commission.

75 D. The Commission may disapprove or withdraw approval of the form of any policy, contract or
 76 certificate specified in subsection A, or of any application, enrollment form, rider or endorsement, if the
 77 form:

78 1. Does not comply with the laws of the Commonwealth;

79 2. Has any title, heading, backing or other indication of the contents of any or all of its provisions that is
 80 likely to mislead the policyholder, contract holder or certificate holder; or

81 3. Contains any provisions that encourage misrepresentation or are misleading, deceptive or contrary to
 82 the public policy of the Commonwealth.

83 E. Within 30 days after the filing of any form requiring approval, the Commission shall notify the
 84 organization filing the form of its approval or disapproval of the form which has been filed, and, in the event
 85 of disapproval, its reason therefor. The Commission, at its discretion, may extend for up to an additional 30
 86 days the period within which it shall approve or disapprove the form. Any form received but neither approved
 87 nor disapproved by the Commission shall be deemed approved at the expiration of the 30 days if the period is
 88 not extended, or at the expiration of the extended period, if any; however, no organization shall use a form
 89 deemed approved under the provisions of this section until the organization has filed with the Commission a
 90 written notice of its intent to use the form together with a copy of the form and the original transmittal letter
 91 thereof. The notice shall be filed in the offices of the Commission at least 10 days prior to the organization's
 92 use of the form.

93 F. If the Commission proposes to withdraw approval previously given or deemed given to the form of any
 94 policy, contract or certificate, or of any application, rider or endorsement, it shall notify the insurer in writing
 95 at least 15 days prior to the proposed effective date of withdrawal giving its reasons for withdrawal.

96 G. Any insurer or fraternal benefit society aggrieved by the disapproval or withdrawal of approval of any
 97 form may proceed as indicated in § 38.2-1926.

98 H. This section shall not apply to any special rider or endorsement on any policy, except an accident and
 99 sickness insurance policy that relates only to the manner of distribution of benefits or to the reservation of
 100 rights and benefits under such policy, and that is used at the request of the individual policyholder, contract
 101 holder or certificate holder.

102 I. The Commission may exempt any categories of such policies, contracts, and certificates and any
 103 applicable rate manuals from (i) the filing requirements, (ii) the approval requirements of this section, or (iii)
 104 both such requirements. The Commission may modify such requirements, subject to such limitations and
 105 conditions which the Commission finds appropriate. In promulgating an exemption, the Commission may
 106 consider the nature of the coverage, the person or persons to be insured or covered, the competence of the
 107 buyer or other parties to the contract, and other criteria the Commission considers relevant.

108 J. In lieu of complying with the requirements of subsections A, B, and C, any legal services organization
 109 operating, conducting, or administering a legal services plan may provide the Commission with an
 110 informational filing regarding a subscription contract, enrollment form, rider, or endorsement used by the
 111 legal services organization in connection with a legal services plan offered in the Commonwealth together
 112 with written notice of its intent to use the form. Upon providing such informational filing and notice, the legal
 113 services organization may use the subscription contract, enrollment form, rider, or endorsement without its
 114 prior approval by the Commission. This subsection shall not limit the authority of the Commission to review
 115 a legal services plan and any subscription contract, enrollment form, rider, or endorsement used in connection
 116 therewith and to disapprove the use of such form for any of the grounds set forth in subsection D.

117 K. Pursuant to the authority granted by § 38.2-223, the Commission may promulgate such rules and
 118 regulations as it may deem necessary to set standards for policy and other form submissions required by this

119 section or § 38.2-3501.

120 **§ 38.2-1800. Definitions.**

121 As used in this chapter, *unless the context requires a different meaning:*

122 "Agent," "insurance agent," "producer," or "insurance producer," when used without qualification, means
123 an individual or business entity that sells, solicits, or negotiates contracts of insurance or annuity in the
124 Commonwealth.

125 "Appointed agent," "appointed insurance agent," "appointed producer," or "appointed insurance
126 producer," when used without qualification, means an individual or business entity licensed in the
127 Commonwealth to sell, solicit, or negotiate contracts of insurance or annuity of the classes authorized within
128 the scope of such license and who is appointed by a company licensed in the Commonwealth to sell, solicit,
129 or negotiate on its behalf contracts of insurance of the classes authorized within the scope of such license and,
130 if authorized by the company, may collect premiums on those contracts.

131 "Business entity" means a partnership, limited partnership, limited liability company, corporation, or other
132 legal entity other than a sole proprietorship.

133 "Dental plan organization authority" means the authority in the Commonwealth to sell, solicit, or
134 negotiate dental benefit contracts on behalf of dental plan organizations licensed under Chapter 61
135 (§ 38.2-6100 et seq.).

136 "Dental services authority" means the authority in the Commonwealth to sell, solicit, or negotiate dental
137 services plan contracts on behalf of dental services plans licensed under Chapter 45 (§ 38.2-4500 et seq.).

138 "Filed" means received by the Commission.

139 "Health agent" means an agent licensed in the Commonwealth to sell, solicit, or negotiate insurance as
140 defined in §§ 38.2-107.2, ~~38.2-108,~~ and through 38.2-109, and including contracts issued by insurers, health
141 services plans, health maintenance organizations, dental services plans, optometric services plans, and dental
142 plan organizations licensed in the Commonwealth.

143 "Home protection insurance authority" means the authority in the Commonwealth to sell, solicit, or
144 negotiate home protection insurance as defined in § 38.2-129 on behalf of insurers licensed in the
145 Commonwealth.

146 "Home state" means the District of Columbia and any state or territory of the United States, except
147 Virginia, or any province of Canada, in which an insurance producer maintains such person's principal place
148 of residence or principal place of business and is licensed by that jurisdiction to act as a resident insurance
149 producer.

150 "Legal services insurance authority" means the authority in the Commonwealth to sell, solicit, or negotiate
151 legal services insurance as defined in § 38.2-127 on behalf of insurers licensed in the Commonwealth.

152 "License" means a document issued by the Commission authorizing an individual or business entity to act
153 as an insurance producer for the lines of authority specified in the document. Except as provided in
154 § 38.2-1833, the license itself does not create any authority, actual, apparent or inherent, in the licensee to
155 represent, commit, or bind an insurer.

156 "Licensed agent," "licensed insurance agent," "licensed producer," or "licensed insurance producer," when
157 used without qualification, means an individual or business entity licensed in the Commonwealth to sell,
158 solicit, or negotiate contracts of insurance or annuity of the classes authorized within the scope of such
159 license.

160 "Life and annuities insurance agent" means an agent licensed in the Commonwealth to sell, solicit, or
161 negotiate life insurance and annuity contracts as defined in §§ 38.2-102, 38.2-103, 38.2-104, 38.2-105.1,
162 38.2-106, and 38.2-107.1, respectively, ~~and private~~ family leave insurance as defined in § 38.2-107.2, ~~and~~
163 ~~paid family and medical leave insurance as defined in § 38.2-107.3~~ on behalf of insurers licensed in the
164 Commonwealth.

165 "Limited burial insurance authority" means the authority in the Commonwealth to sell, solicit, or negotiate
166 burial insurance society membership where the certificates of membership are used solely to fund preneed
167 funeral contracts on any individual, on behalf of insurers licensed under Chapter 40 (§ 38.2-4000 et seq.); or
168 to represent an association referred to in § 38.2-3318.1, limited to soliciting members of that association for
169 association group life insurance certificates where the funds are used solely to fund preneed funeral contracts.

170 "Limited lines credit insurance agent" means an agent licensed in the Commonwealth whose authority is
171 restricted to selling, soliciting, or negotiating, on behalf of insurers licensed in the Commonwealth, one or
172 more of the following coverages to individuals through a master, corporate, group or individual policy: (i)
173 credit life insurance and credit accident and sickness insurance, but only to the extent authorized in Chapter
174 37.1 (§ 38.2-3717 et seq.); (ii) credit involuntary unemployment insurance as defined in § 38.2-122.1; (iii)
175 credit property insurance, as defined in § 38.2-122.2; (iv) mortgage accident and sickness insurance; (v)
176 mortgage redemption insurance; (vi) mortgage guaranty insurance; and (vii) any other form of insurance
177 offered in connection with an extension of credit that is limited to partially or wholly extinguishing that credit
178 obligation and that the Commission specifically determines may be sold, solicited, or negotiated by those
179 holding a limited lines credit insurance agent license. Each insurer that sells, solicits or negotiates any of the
180 coverages set forth in this definition shall provide to each individual whose duties will include selling,

181 soliciting or negotiating such coverages a program of instruction that may, at the discretion of the
182 Commission, be submitted for approval by the Commission or reviewed by the Commission subsequent to its
183 implementation.

184 "Limited lines life and health agent" means an individual or business entity authorized by the Commission
185 whose license authority to sell, solicit, or negotiate is limited to the following, or any other type of authority
186 that the Commission may deem it necessary to recognize for the purposes of complying with § 38.2-1836:
187 dental services authority; limited burial insurance authority; mutual assessment life and health insurance
188 authority; optometric services authority; and dental plan organization authority. Limited lines life and health
189 insurance shall not include life insurance, health insurance, property insurance, casualty insurance, private
190 family leave insurance, *paid family and medical leave insurance*, and title insurance.

191 "Limited lines property and casualty agent" means an individual or business entity authorized by the
192 Commission whose license authority to sell, solicit, or negotiate is limited to the following, or any other type
193 of authority that the Commission may deem it necessary to recognize for the purposes of complying with
194 § 38.2-1836: home protection insurance authority; legal services insurance authority; mutual assessment
195 property and casualty insurance authority; ocean marine insurance authority; pet accident, sickness and
196 hospitalization insurance authority; portable electronics insurance authority; self storage insurance authority;
197 and travel insurance. Unless otherwise defined, "limited lines property and casualty insurance" shall not
198 include life insurance, health insurance, property insurance, casualty insurance, private family leave
199 insurance, *paid family and medical leave insurance*, and title insurance.

200 "Mortgage accident and sickness insurance authority" means the authority in the Commonwealth to sell,
201 solicit, or negotiate mortgage accident and sickness insurance on behalf of insurers licensed in the
202 Commonwealth.

203 "Mortgage guaranty insurance authority" means the authority in the Commonwealth to sell, solicit, or
204 negotiate mortgage guaranty insurance on behalf of insurers licensed in the Commonwealth.

205 "Mortgage redemption insurance authority" means the authority in the Commonwealth to sell, solicit, or
206 negotiate mortgage redemption insurance on behalf of insurers licensed in the Commonwealth. As used in
207 this chapter, "mortgage redemption insurance" means a nonrenewable, nonconvertible, decreasing term life
208 insurance policy written in connection with a mortgage transaction for a period of time coinciding with the
209 term of the mortgage. The initial sum shall not exceed the amount of the indebtedness outstanding at the time
210 the insurance becomes effective, rounded up to the next \$1,000.

211 "Motor vehicle rental contract enroller" means an unlicensed hourly or salaried employee of a motor
212 vehicle rental company that is in the business of providing primarily private motor vehicles to the public
213 under a rental agreement for a period of less than six months, and receives no direct or indirect commission
214 from the insurer, the renter or the vehicle rental company.

215 "Motor vehicle rental contract insurance agent" means a person who (i) is a selling agent of a motor
216 vehicle rental company that is in the business of providing primarily private passenger motor vehicles to the
217 public under a rental agreement for a period of less than six months and (ii) whose license in the
218 Commonwealth is restricted to selling, soliciting, or negotiating only the following insurance coverages, and
219 solely in connection with and incidental to the rental contract:

220 1. Personal accident insurance that provides benefits in the event of accidental death or injury occurring
221 during the rental period;

222 2. Liability coverage sold to the renter in excess of the rental company's obligations under § 38.2-2204,
223 38.2-2205, or Title 46.2, as applicable;

224 3. Personal effects insurance that provides coverages for the loss of or damage to the personal effects of
225 the renter and other vehicle occupants while such personal effects are in or upon the rental vehicle during the
226 rental period;

227 4. Roadside assistance and emergency sickness protection programs; and

228 5. Other travel-related or vehicle-related insurance coverage that a motor vehicle rental company offers in
229 connection with and incidental to the rental of vehicles.

230 The term "motor vehicle rental contract insurance agent" does not include motor vehicle rental contract
231 enrollers.

232 "Mutual assessment life and health insurance authority" means the authority in the Commonwealth to sell,
233 solicit, or negotiate mutual assessment life and accident and sickness insurance on behalf of insurers licensed
234 under Chapter 39 (§ 38.2-3900 et seq.), but only to the extent permitted under § 38.2-3919.

235 "Mutual assessment property and casualty insurance authority" means the authority in the Commonwealth
236 to sell, solicit, or negotiate mutual assessment property and casualty insurance on behalf of insurers licensed
237 under Chapter 25 (§ 38.2-2500 et seq.), but only to the extent permitted under § 38.2-2525.

238 "NAIC" means the National Association of Insurance Commissioners.

239 "Negotiate" means the act of conferring directly with or offering advice directly to a purchaser or
240 prospective purchaser of a particular contract of insurance concerning any of the substantive benefits, terms
241 or conditions of the contract, provided that the person engaged in that act either sells insurance or obtains
242 insurance from insurers for purchasers.

243 "Ocean marine insurance authority" means the authority in the Commonwealth to sell, solicit, or negotiate
 244 those classes of insurance classified in § 38.2-126, except those classes specifically classified as inland
 245 marine insurance, on behalf of insurers licensed in the Commonwealth.

246 "Optometric services authority" means the authority in the Commonwealth to sell, solicit, or negotiate
 247 optometric services plan contracts on behalf of optometric services plans licensed under Chapter 45
 248 (§ 38.2-4500 et seq.).

249 "Personal lines agent" means an agent licensed in the Commonwealth to sell, solicit, or negotiate
 250 insurance as defined in §§ 38.2-110 through 38.2-114, 38.2-116, 38.2-117, 38.2-118, 38.2-124, 38.2-125,
 251 38.2-126, 38.2-129, 38.2-130, and 38.2-131 for transactions involving insurance primarily for personal,
 252 family, or household needs rather than for business or professional needs.

253 "Pet accident, sickness and hospitalization insurance authority" means the authority in the Commonwealth
 254 to sell, solicit, or negotiate pet accident, sickness and hospitalization insurance on behalf of insurers licensed
 255 in the Commonwealth.

256 "Property and casualty insurance agent" means an agent licensed in the Commonwealth to sell, solicit, or
 257 negotiate both personal and commercial lines of insurance as defined in §§ 38.2-107.2, 38.2-107.3, 38.2-110
 258 through 38.2-122.2, and 38.2-124 through 38.2-134 on behalf of insurers licensed in the Commonwealth.

259 "Resident" means (i) an individual residing in Virginia; (ii) an individual residing outside of Virginia
 260 whose principal place of business is in Virginia, who is able to demonstrate to the satisfaction of the
 261 Commission that the laws of his home state prevent him from obtaining a resident agent license in that state,
 262 and who affirmatively chooses to qualify as and be treated as a resident of Virginia for purposes of licensing
 263 and continuing education, both in Virginia and in the state in which the individual resides, if applicable; (iii) a
 264 partnership duly formed and recorded in Virginia; (iv) a corporation incorporated and existing under the laws
 265 of Virginia; (v) a limited liability company organized and existing under the laws of Virginia; or (vi) a
 266 foreign business entity that is not licensed as a resident agent in any other jurisdiction, and that demonstrates
 267 to the satisfaction of the Commission that its principal place of business is within the Commonwealth of
 268 Virginia.

269 "Restricted nonresident health agent" means a nonresident agent whose license authority in his home state
 270 does not include all of the authority granted under a health agent license in Virginia. The license issued to
 271 such agent shall authorize the agent to sell, solicit, or negotiate in Virginia, on behalf of insurers licensed in
 272 Virginia, only those kinds or classes of insurance for which the agent is authorized in his home state.

273 "Restricted nonresident life and annuities agent" means a nonresident agent whose license authority in his
 274 home state does not include all of the authority granted under a life and annuities agent license in Virginia.
 275 The license issued to such agent shall authorize the agent to sell, solicit, or negotiate in Virginia, on behalf of
 276 insurers licensed in Virginia, only those kinds or classes of insurance for which the agent is authorized in his
 277 home state.

278 "Restricted nonresident personal lines agent" means a nonresident agent whose license authority in his
 279 home state does not include all of the authority granted under a personal lines agent license in Virginia. The
 280 license issued to such agent shall authorize the agent to sell, solicit, or negotiate in Virginia, on behalf of
 281 insurers licensed in Virginia, only those kinds or classes of insurance for which the agent is authorized in his
 282 home state.

283 "Restricted nonresident property and casualty agent" means a nonresident agent whose license authority in
 284 his home state does not include all of the authority granted under a property and casualty agent license in
 285 Virginia. The license issued to such agent shall authorize the agent to sell, solicit, or negotiate in Virginia, on
 286 behalf of insurers licensed in Virginia, only those kinds or classes of insurance for which the agent is
 287 authorized in his home state.

288 "Sell" means to exchange a contract of insurance by any means, for money or its equivalent, on behalf of
 289 an insurer.

290 "Settlement agent" means a person licensed as a title insurance agent and registered with the Virginia
 291 State Bar pursuant to Chapter 10 (§ 55.1-1000 et seq.) of Title 55.1.

292 "Solicit" means attempting to sell insurance or asking or urging a person to apply for a particular class of
 293 insurance from one or more insurers.

294 "Surety bail bondsman" means a person licensed as a surety bail bondsman pursuant to Article 11
 295 (§ 9.1-185 et seq.) of Chapter 1 of Title 9.1.

296 "Surplus lines broker" means a person licensed pursuant to Article 5.1 (§ 38.2-1857.1 et seq.) of this
 297 chapter, and who is thereby authorized to engage in the activities set forth in Chapter 48 (§ 38.2-4805.1 et
 298 seq.).

299 "Terminate" means the cancellation of the relationship between an insurance producer and the insurer, or
 300 the termination of an insurance producer's authority to transact insurance.

301 "Title insurance agent" means an agent licensed in the Commonwealth to sell, solicit, or negotiate title
 302 insurance, and performing all of the services set forth in § 38.2-4601.1, on behalf of title insurance companies
 303 licensed under Chapter 46 (§ 38.2-4600 et seq.).

304 "Uniform Application" means the current version of the NAIC Uniform Application for resident and

305 nonresident producer licensing.

306 "Uniform Business Entity Application" means the current version of the NAIC Uniform Business Entity
307 Application for resident and nonresident business entities.

308 "Variable contract agent" means an agent licensed in the Commonwealth to sell, solicit, or negotiate
309 variable life insurance and variable annuity contracts on behalf of insurers licensed in the Commonwealth.

310 "Viatical settlement broker" means a person licensed pursuant to Chapter 60 (§ 38.2-6000 et seq.), in
311 accordance with Article 6.1 (§ 38.2-1865.1 et seq.) of this chapter, and who is thereby authorized to engage in
312 the activities set forth in Chapter 60 (§ 38.2-6000 et seq.).

313 CHAPTER 8.

314 PAID FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM.

315 § 60.2-800. Definitions.

316 *As used in this chapter, unless the context requires a different meaning:*

317 "Armed Forces" means the Armed Forces of the United States, the Reserves of the Armed Forces of the
318 United States, or the Virginia National Guard.

319 "Benefit year" means the period of 52 calendar weeks beginning on the start date of leave, except that the
320 benefit year shall be 53 weeks if filing of a new valid claim would result in overlapping any quarter of the
321 base period of a previously filed new claim.

322 "Board" means the Paid Family and Medical Leave Advisory Board.

323 "Child" includes a child of any age, including an adult child.

324 "Commissioner" means the Commissioner of the Virginia Employment Commission.

325 "Covered individual" means any individual other than an employee of the Commonwealth who:

326 1. Either:

327 a. Meets the minimum monetary eligibility criteria set forth in subdivision A 1 of § 60.2-612; or

328 b. Is self-employed, elects coverage, and meets the requirements of § 60.2-802;

329 2. Meets the administrative requirements outlined in this chapter and in regulations; and

330 3. Submits an application.

331 "Covered service member" means either (i) a member of the Armed Forces who is (a) undergoing medical
332 treatment, recuperation, or therapy; (b) otherwise in outpatient status; or (c) otherwise on the temporary
333 disability retired list for a serious injury or illness that was incurred by the member in the line of duty while
334 on active duty in the Armed Forces, or a serious injury or illness that existed before the beginning of the
335 member's active duty and was aggravated by service in the line of duty, or (ii) a former member of the Armed
336 Forces who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness that was
337 incurred by the member in the line of duty while on active duty in the Armed Forces, or a serious injury or
338 illness that existed before the beginning of the member's active duty and was aggravated by service in the line
339 of duty and manifested before or after the member was discharged or released from service.

340 "Domestic partner" means a person not younger than 18 years of age who (i) is dependent upon the
341 covered individual for support as shown by either unilateral dependence or mutual interdependence that is
342 evidenced by a nexus of factors, including (a) common ownership of real or personal property, (b) common
343 householding, (c) children in common, (d) signs of intent to marry, (e) shared budgeting, and (f) the length of
344 the personal relationship with the covered individual, or (ii) has registered as the domestic partner of the
345 covered individual with any registry of domestic partnerships maintained by the employer of either party, or
346 in any state, county, city, town, or village in the United States.

347 "Employer" has the same meaning as provided in § 60.2-210, except that, for the purposes of this chapter,
348 "employer" does not include the Commonwealth.

349 "Family and medical leave benefits" means the benefits provided under the terms of this chapter.

350 "Family member" means:

351 1. A biological, adopted, or foster child, a stepchild or legal ward, a child of a domestic partner, or a
352 child to whom the covered individual stands in loco parentis;

353 2. A biological, adoptive, or foster parent, stepparent, or legal guardian of a covered individual or a
354 covered individual's spouse or domestic partner, or a person who stood in loco parentis when the covered
355 individual or the covered individual's spouse or domestic partner was a minor child;

356 3. A person to whom the covered individual is legally married under the laws of any state, or a domestic
357 partner of a covered individual;

358 4. A grandparent, grandchild, or sibling, whether through a biological, foster, adoptive, or step
359 relationship, of the covered individual or the covered individual's spouse or domestic partner; or

360 5. Any individual whose close association with a covered individual is the equivalent of a family
361 relationship.

362 "FMLA" means the federal Family and Medical Leave Act, 29 U.S.C. § 2601 et seq.

363 "Fund" means the Family and Medical Leave Insurance Trust Fund established under § 60.2-805.

364 "Health care provider" means a person licensed under the law of the jurisdiction in which such person
365 practices to provide medical or emergency services, including any person defined as a health care provider
366 under § 32.1-276.3, emergency room personnel, licensed clinical social workers, and other providers

367 permitted by the Commissioner.

368 "Military member" means a member of the Armed Forces.

369 "Next of kin" has the meaning ascribed thereto in § 101(17) of the FMLA, 29 U.S.C. § 2611(17).

370 "Qualifying exigency leave" means leave based on a need arising out of a covered individual's family
371 member's active duty service or notice of an impending call or order to active duty in the Armed Forces,
372 including providing for the care or other needs of the military member's child or other family member,
373 making financial or legal arrangements for the military member, attending counseling, attending military
374 events or ceremonies, spending time with the military member during a rest and recuperation leave or
375 following return from deployment, or making arrangements following the death of the military member.

376 "Retaliatory personnel action" means the denial of any right guaranteed under this chapter or the taking
377 of any adverse action, including any threat, discharge, suspension, demotion, or reduction of hours, against a
378 covered individual for the exercise of any right guaranteed under this chapter, or reporting or threatening to
379 report a covered individual's suspected citizenship or immigration status or the suspected citizenship or
380 immigration status of a family member of the covered individual to a federal, state, or local agency.
381 "Retaliatory personnel action" also includes interference with or punishment for in any manner participating
382 in or assisting an investigation, proceeding, or hearing under this chapter.

383 "Safety services" means:

384 1. Legal or law-enforcement assistance or remedies to ensure the health and safety of an individual,
385 including preparing for and participating in protective order proceedings or other civil or criminal legal
386 proceedings related to domestic violence, harassment, sexual assault, or stalking;

387 2. Medical treatment or recovery services for injuries caused by domestic violence, harassment, sexual
388 assault, or stalking;

389 3. Counseling from a licensed mental health professional relating to an experience of domestic violence,
390 harassment, sexual assault, or stalking;

391 4. Services from a victim services provider; and

392 5. Relocation and home security services to ensure the safety of an individual who has experienced
393 domestic violence, harassment, sexual assault, or stalking.

394 "Serious health condition" means an illness, injury, impairment, pregnancy, recovery from childbirth, or
395 physical or mental condition that involves inpatient care in a hospital, hospice, or a residential medical care
396 facility or continuing treatment by a health care provider.

397 "Workweek" means a calendar week.

398 **§ 60.2-801. Paid family and medical leave insurance program.**

399 A. By January 1, 2028, the Commission shall establish and administer a paid family and medical leave
400 insurance program. By April 1, 2028, the Commission shall begin collecting contributions as provided in this
401 chapter. By December 1, 2028, the Commission shall begin receiving claims and paying family and medical
402 leave benefits to covered individuals.

403 B. Information contained in the files and records relating to a claimant under this chapter are
404 confidential and not open to public inspection other than to public employees in the performance of their
405 official duties. However, such claimant or an authorized representative of such claimant may review such
406 files and records or receive specific information from such records upon the presentation of such claimant's
407 signed authorization.

408 C. The Department of Human Resource Management shall modify its policies to ensure that its policies
409 relating to family and medical leave for employees of the Commonwealth, including parental leave under
410 § 2.2-1210, provide employees of the Commonwealth with leave benefits equal to or greater than the leave
411 benefits provided to a covered individual under the paid family and medical leave insurance program
412 pursuant to this chapter, including as described in subdivision A 1 of § 60.2-816.

413 D. The Commissioner shall adopt regulations as necessary to implement this chapter, including (i) a
414 process for receiving claims filed under this chapter; (ii) the form of any application; (iii) the timeline and
415 process for providing notice of a claim to an employer; (iv) the timeline and process for making initial claim
416 determinations; (v) the timeline and process for requesting information prior to any decision on a claim
417 being rendered; (vi) the process and timeline for a self-employed person to elect coverage; and (v) the
418 process and requirements for certification as described in subsection B of § 60.2-802, as well as a timeline
419 for such certification.

420 **§ 60.2-802. Eligibility for benefits; certification.**

421 A. Beginning December 1, 2028, family and medical leave benefits shall be payable to any covered
422 individual who:

423 1. Because of birth, adoption, or placement through foster care, is caring for a new child during the first
424 year after the birth, adoption, or placement of that child;

425 2. Is caring for a family member with a serious health condition;

426 3. Has a serious health condition that makes the covered individual unable to perform the functions of the
427 position of such individual's employment;

428 4. Is caring for a covered service member who is the covered individual's next of kin or other family

429 member;

430 5. Is eligible for qualifying exigency leave arising out of the fact that a family member of the covered
431 individual is on active duty, or has been notified of an impending call or order to active duty, in the Armed
432 Forces; or

433 6. Is seeking safety services for the covered individual or a family member.

434 B. A claim for family and medical leave benefits shall include one of the following supporting
435 certifications:

436 1. For a claimant seeking family and medical leave benefits due to a serious health condition, certification
437 from a physician or health care provider (i) describing such condition, (ii) stating the date on which such
438 condition commenced or is expected to commence and the probable duration of such condition, (iii) including
439 a statement that such claimant is unable to perform job functions due to such condition, and (iv) including
440 other appropriate medical facts as required by the Commission.

441 2. For a claimant seeking family and medical leave benefits due to the serious health condition of a family
442 member, certification from a physician or health care provider (i) describing such condition, (ii) stating the
443 date on which such condition commenced or is expected to commence and the probable duration of such
444 condition, (iii) including a statement that such condition requires such claimant to care for such family
445 member and an estimated duration of such care, and (iv) including other appropriate medical facts as
446 required by the Commission.

447 3. For a claimant seeking family and medical leave benefits due to the birth of a child, certification in the
448 form of either (i) such child's birth certificate or (ii) another document issued by a health care provider or
449 physician stating such child's birth date.

450 4. For a claimant seeking family and medical leave benefits due to the placement of a child with such
451 claimant for adoption or foster care, certification in the form of a document issued by such child's health care
452 provider or physician, by an adoption or foster care agency involved in such placement, or by other
453 individuals as determined by the Commission that verifies the occurrence and date of such placement.

454 5. For a claimant seeking family and medical leave benefits for qualifying exigency leave, certification
455 including (i) a copy of the family member's active-duty orders, (ii) other documentation issued by the Armed
456 Forces, or (iii) other documentation as permitted by the Commissioner.

457 6. For a claimant seeking family and medical leave benefits in order to care for a family member who is a
458 covered service member, certification including (i) the date on which the serious health condition commenced
459 or is expected to commence, (ii) the probable duration of the condition, (iii) the appropriate medical facts
460 within the knowledge of the health care provider as required by the Commission, (iv) a statement that the
461 claimant is needed to care for the family member, (v) an estimate of the amount of time that the claimant is
462 needed to care for the family member, and (vi) an attestation by the claimant that the health condition is
463 connected to the covered service member's military service as required by this chapter.

464 7. For a claimant seeking family and medical leave benefits to seek safety services, a certification
465 including information as required by the Commissioner.

466 C. A self-employed person electing coverage within 26 weeks of becoming self-employed will be eligible
467 to receive benefits without a waiting period. A self-employed person who elects coverage after 26 weeks shall
468 be eligible for benefits after a waiting period of 52 weeks before such benefits shall be paid.

469 D. Any medical or health information required under this section shall be confidential and shall not be
470 disclosed except with permission from the claimant providing such information unless disclosure is otherwise
471 required by law. Nothing in this section shall be construed to require a claimant to provide as certification
472 any information from a health care provider that would be in violation of § 32.1-127.1:03, § 1177 of the
473 federal Social Security Act, 42 U.S.C. § 1320d-6, or the regulations promulgated under § 264(c) of the
474 federal Health Insurance Portability and Accountability Act of 1996, P.L. 104-191.

475 **§ 60.2-803. Duration of benefits.**

476 A. Family and medical leave benefits shall be payable under § 60.2-801 for a maximum of 12 weeks in a
477 benefit year for any covered individual.

478 B. Family and medical leave benefits shall be payable to a covered individual starting the first calendar
479 day in a benefit year that such covered individual meets the eligibility requirements of § 60.2-802.

480 C. The first payment of family and medical leave benefits shall be made to a covered individual no later
481 than two weeks after (i) the Commission has approved an initial claim pursuant to this chapter or (ii) the
482 duration of leave pursuant to an approved claim pursuant to this chapter has commenced, whichever occurs
483 later. Subsequent payments shall be made at least every two weeks thereafter.

484 **§ 60.2-804. Amount of benefits.**

485 A. A covered individual's weekly benefit amount shall be 80 percent of such covered individual's average
486 weekly wages during the base period as defined in § 60.2-204, or 80 percent of such covered individual's
487 average weekly wages during the quarters in which such covered individual worked if less than five quarters,
488 subject to the maximum specified in subsection D.

489 B. For a self-employed person electing coverage under § 60.2-815, the weekly benefit amount shall be 80
490 percent of such covered individual's average weekly net earnings during the base period as defined in

491 § 60.2-204, or 80 percent of such covered individual's average weekly net earnings during the quarters in
 492 which such covered individual worked if less than five quarters, subject to the maximum specified in
 493 subsection D.

494 C. A covered individual's minimum weekly benefit amount shall not be less than \$100 per week except that
 495 if such covered individual's average weekly wage is less than \$100 per week, the weekly benefit amount shall
 496 be such covered individual's full wage.

497 D. A covered individual's maximum weekly benefit amount shall be 100 percent of the state average
 498 weekly net earnings, as described in subsection B of § 65.2-500. By September 30 of each year, the
 499 Commission shall adjust the maximum weekly benefit to reflect any changes in such state average weekly
 500 wage. The adjusted maximum weekly benefit amount shall take effect on the following January 1.

501 E. Claims pursuant to this chapter shall be payable for at least eight hours of family and medical leave
 502 accrued in one workweek unless the Commission sets a lower threshold.

503 **§ 60.2-805. Family and Medical Leave Insurance Trust Fund; appropriation prohibition;**
 504 **reimbursement.**

505 A. There is hereby created in the state treasury a special nonreverting fund to be known as the Family and
 506 Medical Leave Insurance Trust Fund. The Fund shall be established on the books of the Comptroller. All
 507 payroll contributions remitted pursuant to this chapter, all funds appropriated for the purposes of the Fund,
 508 and any gifts, donations, grants, bequests, and other funds shall be paid into the state treasury and credited
 509 to the Fund. Interest earned on moneys in the Fund shall remain in the Fund and be credited to it. Any
 510 moneys remaining in the Fund, including interest thereon, at the end of each fiscal year shall not revert to the
 511 general fund but shall remain in the Fund.

512 B. Moneys in the Fund shall be used solely for the payment of benefits under the paid family and medical
 513 leave insurance program established by the Commission pursuant to this chapter, the administration of such
 514 program, and any start-up costs associated with such program, including any required payment as provided
 515 in subsection D.

516 C. The General Assembly shall not appropriate or transfer any of the payroll contributions remitted to the
 517 Fund for any purpose other than purposes provided for in this section.

518 D. Any moneys provided in the appropriation act for the purposes of establishing the paid family and
 519 medical leave insurance program shall be repaid from the Fund to the general fund by January 1, 2034.

520 E. Expenditures and disbursements from the Fund shall be made by the State Treasurer on warrants
 521 issued by the Comptroller upon written request signed by the Commissioner or his designee.

522 **§ 60.2-806. Contributions.**

523 A. Payroll contributions to the Fund shall be authorized in order to finance the payment of benefits under
 524 and the administration of the paid family and medical leave insurance program.

525 B. Beginning on April 1, 2028, each employer shall remit to the Fund contributions in the form and
 526 manner determined by the Commission. No later than October 1, 2027, and annually thereafter, the
 527 Commissioner shall fix the contribution rate for the coming calendar year in the manner described in this
 528 subsection, taking into account the repayment requirement provided for in subsection D of § 60.2-805. For
 529 calendar years 2028 and 2029, the Commissioner shall fix such contribution rate based on sound actuarial
 530 principles. For calendar year 2030 and thereafter, the Commissioner shall first certify and publish the
 531 following information:

532 1. The total amounts of the previous fiscal year's expenditures for (i) family and medical leave benefits
 533 paid and (ii) the administration of the paid family and medical leave insurance program;

534 2. The total amount remaining in the Fund at the close of such fiscal year; and

535 3. The amount by which the contribution rate shall be adjusted to ensure that the projected balance of the
 536 Fund as a percentage of total program expenditures does not fall below 40 percent. The contribution rate
 537 adjustment, if any, made as the result of the Commissioner's certification and report under this subsection
 538 shall supersede the rate previously set forth and shall become effective on January 1 of the following
 539 calendar year.

540 C. A self-employed person electing coverage under § 60.2-815 shall be responsible for the employer's
 541 share of contributions set forth in subsection B on that individual's income from self-employment.

542 D. Each employer of more than 10 employees shall (i) deduct from each employee's wages an amount
 543 equal to 50 percent, or such lesser percentage as may be agreed upon by such employer and employee, of the
 544 contribution required per employee pursuant to subsection B and (ii) remit the full contribution required per
 545 employee pursuant to subsection B to the Commission for deposit into the Fund.

546 E. Each employer of 10 or fewer employees shall deduct from each employee's wages an amount equal to
 547 50 percent of the contribution per employee required of an employer of more than 10 employees pursuant to
 548 subsection B. Such employer of 10 or fewer employees shall remit such deducted amount to the Commission
 549 for deposit into the Fund and shall not be required to make additional contributions.

550 F. No deduction made pursuant to this section shall cause an employee's wage, after such deduction, to
 551 fall below the minimum wage required to be paid to such employee by any applicable statute, regulation,
 552 rule, or ordinance. This subsection shall not be construed to reduce any employee's rights, benefits,

553 *protections, or privileges under this chapter.*

554 *G. Contributions under this section shall not be required for an employee's wages or an individual's*
 555 *income from self-employment above the contribution and benefit base limit established annually by the Social*
 556 *Security Administration for purposes of the federal Old-Age, Survivors, and Disability Insurance Benefits*
 557 *program limits pursuant to 42 U.S.C. § 430.*

558 **§ 60.2-807. Reduced leave schedule.**

559 *A. A covered individual shall have the option to receive paid family and medical leave benefits on an*
 560 *intermittent or reduced leave schedule in which all of the leave authorized under this chapter is not taken*
 561 *sequentially. Family and medical leave benefits for an intermittent or reduced leave schedule shall be*
 562 *prorated.*

563 *B. Such covered individual shall make a reasonable effort to schedule paid family and medical leave*
 564 *taken pursuant to this section so as not to unduly disrupt the operations of such covered individual's*
 565 *employer. Such covered individual shall provide such employer with prior notice of the schedule on which*
 566 *such covered individual will be taking the leave, to the extent practicable. Paid family and medical leave*
 567 *taken pursuant to this section shall not result in a reduction of the total amount of leave to which a covered*
 568 *individual is entitled beyond the amount of leave actually taken.*

569 **§ 60.2-808. Leave and employment protection; remedies.**

570 *A. Any covered individual who receives family and medical leave benefits shall, upon the expiration of*
 571 *such leave, be entitled to restoration by the employer to the position held by such covered individual when*
 572 *such leave commenced, or to a position with equivalent seniority, status, employment benefits, pay, and other*
 573 *terms and conditions of employment, including fringe benefits and service credits, to which the covered*
 574 *individual had been entitled at the commencement of such leave.*

575 *B. During any leave taken pursuant to this chapter, an employer shall maintain any health care benefits to*
 576 *which a covered individual was entitled prior to taking such leave as if the covered individual had continued*
 577 *working continuously from the date such covered individual commenced the leave until the date such covered*
 578 *individual returns from leave, and such covered individual shall continue to pay his share of the cost of*
 579 *health care benefits as required prior to the commencement of the leave.*

580 *C. Any employer that violates this section or § 60.2-809 shall be liable to any affected covered individual*
 581 *for:*

582 *1. Damages equal to:*

583 *a. The amount of:*

584 *(1) Any wages, salary, employment benefits, or other compensation denied or lost to such covered*
 585 *individual due to the violation; or*

586 *(2) In a case in which wages, salary, employment benefits, or other compensation has not been denied or*
 587 *lost to the covered individual, any actual monetary losses sustained by the covered individual due to the*
 588 *violation, such as the cost of providing care, up to a sum equal to 12 weeks of wages or salary for the*
 589 *covered individual;*

590 *b. Interest on the amount described in subdivision a, calculated at the legal rate; and*

591 *c. An additional amount as liquidated damages equal to the sum of the amount described in subdivision a*
 592 *and the interest described in subdivision b, except that if an employer who has violated this section or*
 593 *§ 60.2-809 proves to the satisfaction of the court that the act or omission that violated this section or*
 594 *§ 60.2-809 was in good faith and that the employer had reasonable grounds for believing that the act or*
 595 *omission was not a violation of this section or § 60.2-809, such court may reduce the amount of the liability*
 596 *to the amount and interest determined under subdivisions a and b, respectively; and*

597 *2. Such equitable relief as may be appropriate, including employment, reinstatement, and promotion.*

598 *D. The court in an action to recover such damages or equitable relief prescribed in subsection C shall, in*
 599 *addition to any judgment awarded to the plaintiff, allow reasonable attorney fees, reasonable expert witness*
 600 *fees, and other costs of the action to be paid by the defendant.*

601 *E. Except as provided in subsection F, an action may be brought for a violation of this section or*
 602 *§ 60.2-809 not later than two years after the date of the last event constituting the alleged violation for which*
 603 *the action is brought.*

604 *F. In the case of such action brought for a willful violation of this section or § 60.2-809, such action may*
 605 *be brought within three years of the date of the last event constituting the alleged violation for which such*
 606 *action is brought.*

607 *G. The Commissioner of Labor and Industry or the Attorney General may investigate any alleged*
 608 *violation of this section with the consent of an employee or interested third party, or at the discretion of the*
 609 *Commissioner of Labor and Industry or Attorney General based on reasonable and good-faith belief of wage*
 610 *violations. The Commissioner of Labor and Industry or Attorney General may institute administrative or*
 611 *court proceedings to remedy any alleged violation of this section and may seek and collect any remedies*
 612 *available under this section. Any such damages shall be paid as restitution to any affected employee entitled*
 613 *thereto. In the course of an investigation, the Commissioner of Labor and Industry, the Attorney General, or*
 614 *their designees may issue subpoenas and enter the employer's premises to review records.*

615 **§ 60.2-809. Retaliatory personnel actions prohibited.**

616 A. No employer or other person shall interfere with, restrain, or deny the exercise of, or the attempt to
617 exercise, any right protected under this chapter.

618 B. No employer, employment agency, employee organization, or other person shall take retaliatory
619 personnel action or otherwise discriminate against an individual due to such individual's lawful exercise of
620 rights protected under this chapter. Such rights include the right to request, file for, apply for, or use benefits
621 provided for under this chapter; the right to communicate to the employer or any other person or entity that
622 such individual (i) intends to file a claim, a complaint with the Commission or a court, or an appeal or (ii)
623 has testified in, intends to testify in, or has otherwise assisted in any investigation, hearing, or proceeding
624 under this chapter; the right to inform any person about any employer's alleged violation of this chapter; and
625 the right to inform any individual of the individual's rights under this chapter.

626 C. It is unlawful for an employer's absence control policy to count paid family and medical leave taken
627 under this chapter as an absence that may lead to or result in discipline, discharge, demotion, suspension, or
628 any other adverse action.

629 D. Protections of this section shall apply to any person who mistakenly but in good faith alleges a
630 violation of this chapter.

631 E. This section shall be enforced as provided in subsections C through G of § 60.2-808.

632 **§ 60.2-810. Coordination of benefits; applicability of chapter.**

633 A. Leave taken with wage replacement under this chapter that also qualifies as leave under the FMLA
634 shall run concurrently with leave taken under the FMLA.

635 B. An employer may require that payments made pursuant to this chapter be made concurrently or
636 otherwise coordinated with payments made or leave allowed under the terms of disability or family care
637 leave under a collective bargaining agreement or employer policy. Such employer shall give employees
638 written notice of this requirement.

639 C. Nothing in this chapter shall be construed to limit or reduce an employer's obligation to comply with a
640 collective bargaining agreement, an employer policy, or any other provision of law requiring more generous
641 leave.

642 D. No provision of this chapter shall apply to an employer or employee as such terms are defined in 45
643 U.S.C. § 351.

644 E. An individual's right to leave under this chapter shall not be diminished by a collective bargaining
645 agreement entered into or renewed, or an employer policy adopted or retained, after January 1, 2027. Any
646 agreement by an individual to waive the individual's rights under this chapter is void as against public
647 policy.

648 **§ 60.2-811. Notice requirements.**

649 A. An employer shall provide written notice as prescribed in this subsection to each employee upon hiring
650 and annually thereafter. An employer shall also provide such written notice to an employee when such
651 employee requests leave pursuant to this chapter or when the employer acquires knowledge of an employee's
652 intent to take leave that may meet the eligibility requirements of § 60.2-802. Such notice shall include (i) a
653 statement of an employee's right to family and medical leave benefits pursuant to this chapter and the terms
654 under which such benefits may be used; (ii) the amount of family and medical leave benefits available; (iii)
655 the procedure for filing a claim for family and medical leave benefits; (iv) a statement of the right to job
656 protection and benefits continuation under § 60.2-808; (v) a statement that discrimination and retaliatory
657 personnel actions against a person for requesting, applying for, or using family and medical leave benefits
658 are prohibited under § 60.2-809; and (vi) a statement that the employee has a right to file a complaint for a
659 violation of this chapter. An employer shall also display and maintain a poster provided by the Commission
660 in a conspicuous place accessible to employees at the employer's place of business that contains the
661 information required by this section in English, Spanish, and any language that is the first language spoken
662 by at least five percent of the employer's workforce. The Commissioner may adopt regulations to establish
663 additional requirements concerning the means by which employers shall provide such notice.

664 B. An employee seeking to take leave under the provisions of this chapter shall notify his employer as
665 soon as practicable.

666 **§ 60.2-812. Appeals.**

667 A. The Commissioner shall establish a system for appeals within 90 days of a denial of a claim for family
668 and medical leave benefits. In establishing such system, the Commissioner may utilize any and all procedures
669 and appeals mechanisms established under this title.

670 B. Judicial review of any decision with respect to family and medical leave benefits shall be permitted in a
671 court of competent jurisdiction after a party aggrieved thereby has exhausted all administrative remedies
672 established by the Commissioner.

673 C. The Commissioner shall implement procedures to ensure confidentiality of all information related to
674 any claims filed or appeals taken to the maximum extent permitted by applicable laws.

675 **§ 60.2-813. Enforcement.**

676 A. Contributions required by the provisions of § 60.2-806 that are unpaid on the date on which they are

677 due and payable, as prescribed by the Commissioner under this chapter, shall bear interest at the rate of one
 678 and one-half percent per month from and after such date until payment plus accrued interest is received by
 679 the Commission. Interest collected pursuant to this chapter shall be paid into the Fund. An employer who
 680 fails to timely remit a contribution or any portion thereof under § 60.2-806 shall be solely responsible for the
 681 interest due under this section.

682 B. If, after notice, any employer defaults in any payment of contributions or interest, the amount due shall
 683 be collected by civil action in the name of the Commissioner. The employer adjudged in default shall pay the
 684 fees and costs of such action. Civil actions brought under this chapter to collect contributions or interest or
 685 any penalty from an employer shall be heard by the court at the earliest possible date. Such civil actions may
 686 be brought against any officer, employee, or agent of a corporation or partnership in his individual, personal
 687 capacity when that person willfully fails to cause the employer to pay the appropriate contributions or
 688 interest and he had the authority to do so. No person shall be subject to this section unless it is proved that
 689 such person (i) knew of the failure or attempt to make such payment and (ii) had authority to prevent such
 690 failure or attempt. In addition to the foregoing remedies, the Commissioner shall have such other remedies as
 691 are available to the Tax Commissioner and county and city treasurers for the collection of taxes generally.
 692 The Commissioner is authorized to compromise, settle, and adjust any contributions, including interest, or
 693 any penalty assessed against any employer where in the judgment of the Commissioner the best interests of
 694 the Commonwealth will be promoted or served. The Commissioner may in such cases accept in full settlement
 695 of the contributions assessed an amount less than that assessed.

696 C. When an unsatisfied execution has been returned by an officer, and the employer against whom the
 697 judgment has been obtained on which the execution was issued continues in default of payment of
 698 contributions, or any portion thereof, such employer may be enjoined from operating and doing business in
 699 the Commonwealth until such contributions have been paid. The Circuit Court of the City of Richmond shall
 700 have exclusive original jurisdiction to grant such injunction upon the complaint of the Commissioner. Notice
 701 of the time and place when the application for the injunction will be made shall be served on the employer
 702 and a copy of the bill of complaint shall be served with the notice.

703 **§ 60.2-814. Erroneous payments and disqualification for benefits.**

704 A. An individual shall be disqualified from family and medical leave benefits for three years if the
 705 individual is determined by the Commissioner to have willfully made a false statement or misrepresentation
 706 regarding a material fact, or willfully failed to report a material fact, to obtain benefits under this chapter.

707 B. If family and medical leave benefits are paid erroneously or as a result of willful misrepresentation, or
 708 if a claim for family and medical leave benefits is rejected after benefits are paid, the Commission may seek
 709 repayment of benefits from the recipient. The Commissioner shall exercise his discretion to waive, in whole
 710 or in part, the amount of any such payments where the recovery would be against equity and good
 711 conscience.

712 **§ 60.2-815. Elective coverage.**

713 A. A self-employed person, including a sole proprietor, partner, or joint venturer, may elect coverage
 714 under this chapter for an initial period of not less than three years. The self-employed person shall file a
 715 notice of election in writing with the Commissioner, as required by the Commission. Such election shall
 716 become effective on the date such notice is filed, provided that such self-employed person agrees to supply
 717 any information concerning income that the Commission deems necessary.

718 B. A self-employed person who has elected coverage may withdraw from coverage within 30 days after
 719 the end of the three-year period of coverage, or at such other times as the Commissioner may prescribe by
 720 rule, by filing written notice with the Commissioner, such withdrawal to take effect not sooner than 30 days
 721 after filing such notice.

722 **§ 60.2-816. Private employer plans; exemption from contributions.**

723 A. Employers may apply to the Commission for approval to meet their obligations under this chapter
 724 through a private plan. The Commission may approve such private plan if the Commission determines that
 725 such private plan:

726 1. Confers all of the same rights, protections, and benefits provided to covered individuals under this
 727 chapter, including:

728 a. The provision of family and medical leave benefits for all purposes specified in subsection A of
 729 § 60.2-802;

730 b. The provision of family and medical leave benefits for the maximum number of weeks required in
 731 § 60.2-803 per benefit year;

732 c. The provision of family and medical leave benefits as specified in subdivision A 3 § 60.2-802 for a
 733 covered individual with a serious health condition;

734 d. A wage replacement rate for all family and medical leave benefits that equals or exceeds the rate
 735 required by subsection A of § 60.2-804;

736 e. A maximum weekly family and medical leave benefit amount that equals or exceeds the amount
 737 specified in subsection D of § 60.2-804 and a minimum weekly family and medical leave benefit amount that
 738 equals or exceeds the amount specified in subsection C of § 60.2-804;

- 739 *f. The provision of family and medical leave benefits on an intermittent basis as specified in § 60.2-807;*
740 *g. No additional conditions or restrictions on family and medical leave benefits, or leave taken in*
741 *accordance with such benefits, beyond those explicitly authorized by this chapter or regulations issued*
742 *pursuant to this chapter;*
743 *h. The provision of family and medical leave benefits to any employee covered under such private plan*
744 *who would otherwise be eligible for such benefits pursuant to this chapter; and*
745 *i. An employee contribution amount that does not exceed the amount such employee would otherwise*
746 *contribute for family and medical leave benefits pursuant to § 60.2-806.*
- 747 *2. Complies with the following provisions:*
748 *a. Such private plan shall provide family and medical leave benefits for all eligible employees throughout*
749 *the course of their employment;*
750 *b. If such private plan is in the form of self-insurance, the employer shall furnish a bond to the*
751 *Commonwealth in a form, amount, and manner determined by the Commission; and*
752 *c. If such plan is in the form of a third-party provider of insurance, the forms of the policy must be issued*
753 *by an insurer and approved by the Commission.*
- 754 *B. The Commission shall withdraw approval for an employer's private plan pursuant to subsection A if*
755 *such employer violates the terms or conditions of such private plan, including by:*
756 *a. Failing to pay benefits;*
757 *b. Failing to pay benefits timely and in a manner consistent with the provisions of this chapter;*
758 *c. Failing to maintain an adequate surety bond;*
759 *d. Misusing private plan money;*
760 *e. Failing to submit reports or comply with other requirements or terms set by the Commission; or*
761 *f. Failing to comply with this chapter or regulations promulgated pursuant to this chapter.*
- 762 *C. An employee covered by a private plan approved under this section shall retain all applicable rights*
763 *provided in §§ 60.2-808 and 60.2-809.*
- 764 *D. A contested determination or denial of family and medical leave insurance benefits by a private plan is*
765 *subject to appeal before the Commission and any court of competent jurisdiction pursuant to § 60.2-812.*
- 766 *E. The Commission shall establish a fine structure for employers and entities offering private plans that*
767 *violate this section. The Commission shall transfer any fines collected pursuant to this subsection to the state*
768 *treasurer for deposit into the Fund. The Commission shall establish a process for the determination,*
769 *assessment, and appeal of fines under this subsection.*
- 770 *F. The Commission shall annually determine the total amount expended by the Commission for costs*
771 *arising from the administration of private plans. Each employer offering a private plan pursuant to this*
772 *section shall reimburse the Commission for the costs arising out of the private plans in the amount, form, and*
773 *manner determined by the Commission.*
- 774 *G. The Commission, in consultation with the State Corporation Commission, may establish rules,*
775 *processes for data sharing, and a memorandum of understanding related to their respective roles in*
776 *implementing the approval of coverage pursuant to this section, authorizing products, and requiring filings*
777 *related to private family leave insurance, paid family and medical leave, group disability, and individual or*
778 *group accident and sickness policies.*
- 779 *H. No employer shall be deemed to have fulfilled its obligations under the paid family and medical leave*
780 *insurance program through a private family leave insurance policy issued pursuant to § 38.2-107.2 unless*
781 *the Commission determines that such policy, in combination with a temporary disability insurance policy*
782 *issued to such employer, meets the minimum requirements necessary for approval pursuant to this section.*
- 783 **§ 60.2-817. Federal income tax treatment.**
784 *If the Internal Revenue Service determines that family and medical leave benefits under this chapter are*
785 *subject to federal income tax, the Commission shall advise any covered individual filing a new claim for*
786 *family and medical leave benefits, at the time of filing such claim, that:*
787 *1. The Internal Revenue Service has determined that benefits are subject to federal income tax;*
788 *2. Requirements exist pertaining to estimated tax payments;*
789 *3. The individual may elect to have federal income tax deducted and withheld from the individual's*
790 *payment of benefits in the amount specified in the federal Internal Revenue Code; and*
791 *4. The individual is permitted to change a previously elected withholding status.*
- 792 **§ 60.2-818. Reports; public dashboard.**
793 *By April 1, 2030, and annually thereafter, the Commission shall report to the General Assembly on*
794 *projected and actual program participation by purpose listed in § 60.2-802, gender of beneficiaries, race and*
795 *ethnicity of beneficiaries, age of beneficiaries, amount of benefits paid to beneficiaries per week, premium*
796 *rates, fund balances, outreach efforts, and, for leaves taken under subdivision A 2 of § 60.2-802, family*
797 *members for whom leave was taken to provide care.*
798 *The Commission shall develop and continually update a publicly accessible online dashboard with*
799 *information including the number of claims filed and approved and the average times for claim approval, in*
800 *the aggregate and divided by the purpose for which leave is requested, and additional information as the*

801 Commission deems appropriate. The dashboard shall be developed and launched no later than the date on
802 which family and medical leave benefits are first paid pursuant to this chapter.

803 **§ 60.2-819. Public education.**

804 The Commission shall develop and conduct a public education campaign to inform workers and
805 employers regarding the availability of family and medical leave benefits. Such campaign shall include
806 multiple ways to communicate to employers and employees about the new benefits system and leave rights,
807 contributions, timeline, and eligibility requirements. Such campaign shall be an ongoing function of the
808 Commission for the duration of the paid family and medical leave insurance program. In conducting and
809 planning such campaign, the Commission shall consult with the Board established in § 60.2-821 and work
810 with other stakeholders, including chambers of commerce, trade associations, nonprofit organizations, and
811 labor unions, to develop and implement a statewide communication outreach strategy. Such campaign shall
812 also include targeted outreach and education for small businesses. Outreach information shall be available
813 in English, Spanish, and other languages spoken by more than five percent of the Commonwealth's
814 population. The Commission shall deliver to the Board quarterly updates on applications, approvals, and any
815 additional information as requested by the Board.

816 **§ 60.2-820. Sharing technology.**

817 The Commission is encouraged to use state data collection and technology to the extent possible and to
818 integrate the provisions of this chapter with existing state policies. To the extent permitted by law, the
819 Commonwealth may make relevant data sources from state agencies available to the Commission for the
820 purposes of implementing the provisions of this chapter to increase the efficiency of eligibility and benefit
821 determinations under this chapter.

822 **§ 60.2-821. Paid Family and Medical Leave Advisory Board.**

823 A. The Paid Family and Medical Leave Advisory Board is established as an advisory board, within the
824 meaning of § 2.2-2100, in the executive branch of state government. The purpose of the Board is to report to
825 and advise the Commissioner on the implementation and administration of this chapter.

826 B. The Board shall have a total membership of 18 members that shall consist of five legislative members
827 and 13 nonlegislative citizen members. Members shall be appointed as follows: two members of the Senate,
828 to be appointed by the Senate Committee on Rules; three members of the House of Delegates, to be appointed
829 by the Speaker of the House of Delegates; two nonlegislative citizen members to be appointed by the Senate
830 Committee on Rules; three nonlegislative citizen members to be appointed by the Speaker of the House of
831 Delegates; and eight nonlegislative citizen members to be appointed by the Governor, one of whom shall be a
832 representative of the business community, one of whom shall be a representative of a small business, one of
833 whom shall be a representative of a labor union, one of whom shall be a representative of an advocacy
834 organization focused on economic issues impacting children and families, one of whom shall be a
835 representative of an organization that advocates on behalf of people with serious health conditions or
836 disabilities, one of whom shall be a public technology expert or a technical advisor on information
837 technology and data for the Commonwealth, one of whom shall be a human-centered design expert, and one
838 of whom shall have skill, knowledge, and experience in family and medical leave programs.

839 Nonlegislative citizen members of the Board shall be citizens of the Commonwealth. Legislative members
840 of the Board shall serve terms coincident with their terms of office.

841 C. Nonlegislative citizen members shall be appointed for a term of four years. Appointments to fill
842 vacancies, other than by expiration of a term, shall be for the unexpired terms. Vacancies shall be filled in
843 the same manner as the original appointments. No nonlegislative citizen member shall serve more than two
844 consecutive four-year terms. The remainder of any term to which a member is appointed to fill a vacancy
845 shall not constitute a term in determining the member's eligibility for reappointment.

846 D. The Board shall elect a chairman and vice-chairman from among its membership. A majority of the
847 members shall constitute a quorum. The meetings of the Board shall be held at the call of the chairman, but
848 no less than four times a year.

849 E. Legislative members of the Board shall receive such compensation as provided in § 30-19.12.
850 Nonlegislative citizen members of the Board shall not receive compensation but shall be reimbursed for all
851 reasonable and necessary expenses incurred in the performance of their duties as provided in §§ 2.2-2813
852 and 2.2-2825.

853 **2. That the Virginia Employment Commission shall promulgate all rules and regulations necessary for
854 implementation of this act by April 1, 2028.**

855 **3. That by December 1, 2028, the Department of Human Resource Management (the Department) shall
856 modify the Commonwealth's policies relating to family and medical leave pursuant to subsection C of
857 § 60.2-801 of the Code of Virginia, as created by this act. In modifying such policies, the Department
858 shall not reduce any existing leave or benefits available to an employee of the Commonwealth that are
859 more generous than the leave and benefits provided under the paid family and medical leave insurance
860 program, as created by this act. The Governor shall (i) if necessary, submit legislation to the General
861 Assembly to codify any such modifications to the Department's policies and (ii) include any necessary
862 funding to support such modifications to the Department's policies in the budget bill submitted for the**

863 2026–2028 or 2028–2030 biennium pursuant to § 2.2-1509 of the Code of Virginia.

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