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HOUSE BILL NO. 1173
AMENDMENT IN THE NATURE OF A SUBSTITUTE

(Proposed by the Governor
on April 11, 2026)

(Patron Prior to Substitute—Delegate Tran)

A *BILL to direct the Commissioner of Labor and Industry to conduct a study on menopause and perimenopause in the workforce and employment environments.*

Be it enacted by the General Assembly of Virginia:

1. § 1. *That the Commissioner of Labor and Industry, in consultation with the Commissioner of Health, shall conduct a study on menopause and perimenopause in the workforce, menopause-related and perimenopause-related accommodations in employment environments, and the scope of existing menopause-related and perimenopause-related policies, including health insurance coverage and therapeutic treatments for menopause-related and perimenopause-related symptoms, access to health care professionals for menopause-related and perimenopause-related matters, menopause and perimenopause awareness policies, and health care spending accounts that can be used for menopause-related and perimenopause-related benefits and services. In conducting such study, the Commissioners shall develop best practices for menopause-related and perimenopause-related accommodations in employment environments. No later than July 1, 2028, the Commissioners shall submit a report of their findings and recommendations to the Governor and the General Assembly and shall publish such report on the Department of Labor and Industry's website.*

**HOUSE
SUBSTITUTE**

HB 1173H1