

2026 Special Session I - Executive Amendments (HB 30)

June 26, 2026

On June 22, 2026, the House of Delegates and Senate of Virginia sent me a budget that addresses our shared priorities to lower costs for Virginians, invest in our schools and communities, and address the devastating impacts of the so-called ‘One Big Beautiful Bill.’ To further deliver for Virginia families, I am returning this budget with a request that the attached 14 amendments be adopted.

These amendments include technical changes to align definitions in recently enacted leave programs; clarify language regarding identification of undercover law enforcement officers; provide additional time to avoid creating a dangerous loophole in gun violence prevention laws; and make explicit that all customers in the residential, Small General Service, and church classes — including customers served by rural electric cooperatives — are eligible for a direct credit from the RGGI program.

I am proposing an amendment to provide lifesaving cancer screenings for Virginia’s firefighters. I am proposing an amendment to increase salaries for home care workers earlier than the enrolled budget’s 2028 date. I also put forth amendments to authorize a new state park in Loudoun County, provide further funding to the Department of Elections, and support a scientifically sound research effort of the Atlantic menhaden population.

Finally, to enhance state agency operations and provide more user-friendly services for Virginians, the Commonwealth must fix persistent, long-unresolved technical challenges and address systemic barriers to service delivery. As such, I am proposing start-up funding for a digital services team that will provide this support to our state agencies.

The net result of the changes in spending I am recommending would decrease the unappropriated balance from \$179 million to \$117 million.

Thank you for your partnership as we work to build a stronger future for Virginia’s families, and I ask that you adopt these final modifications.

Sincerely,

Abigail D. Spanberger

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Amendment 1: Provide for additional costs of referendums

Item 77

Administration	FY26-27	FY27-28
Department of Elections	\$680,000	\$0 GF

Language:

Page 84, line 35, strike "\$25,840,074" and insert "\$26,520,074".

Explanation:

(This amendment provides additional funding for the cost of executing referendums.)

Amendment 2: Support Atlantic Menhaden Research

Item 145

Education: Higher Education

FY26-27

FY27-28

Virginia Institute of Marine Science

\$1,000,000

\$1,000,000 GF

Language:

Page 228, line 29, strike "\$36,041,071" and insert "\$37,041,071".

Page 228, line 29, strike "\$35,923,096" and insert "\$36,923,096".

Page 230, after line 20, insert:

- "Q. 1. Out of this appropriation, \$1,000,000 the first year and \$1,000,000 the second year from the general fund is designated for Atlantic menhaden research and reporting. This funding shall be used for Atlantic menhaden research necessary to inform a scientifically defensible and ecologically meaningful Chesapeake Bay harvest cap. This report will be generated by the Virginia Institute of Marine Science (VIMS) in collaboration with the Virginia Marine Resources Commission, and with the cooperation of relevant stakeholders, including recreational anglers, the reduction and bait fishery sectors, and non-governmental organizations. VIMS will create an annual proposal to draw from this funding, until delivery of the final report that provides an approach to setting a scientifically-defensible Chesapeake Bay harvest cap. The development of this approach may be informed by research on (i) the seasonal abundance of Atlantic menhaden in the Chesapeake Bay; (ii) the movement rates of Atlantic menhaden between the Atlantic coast and the Chesapeake Bay; (iii) the impacts of predator (e.g. striped bass, osprey, and other species) demand and consumption of Atlantic menhaden on the Atlantic menhaden population; (iv) the spatial and temporal patterns of the Atlantic menhaden commercial fishing effort in the Chesapeake Bay; (v) and the possibility of localized depletion of Atlantic menhaden in the Chesapeake Bay. This work can utilize recommendations from the report delivered October 1, 2023, titled "Atlantic Menhaden Research Planning" and/or the expected December 2026 deliverables from the SCMFIS-funded project titled "Development of a Research Roadmap for Atlantic Menhaden in the Chesapeake Bay."
2. The Virginia Department of Workforce Development and Advancement and the Virginia Economic Development Authority, in consultation with the Menhaden Management Advisory Committee of the Virginia Marine Resource Commission, will contribute analysis and recommendations to the Menhaden report on potential workforce impacts. Beginning with fiscal year 2028 and in subsequent fiscal years thereafter, the Virginia Marine Resource Commission shall provide new scientific data and research products generated under this item by the Virginia Institute of Marine Science, to inform the annual discussion and deliberations of Atlantic States Marine Fisheries Commission on any proposed changes to the coastwide or Chesapeake Bay total allowable catch levels. The committee report shall include (i) projected workforce impacts from coastwide and Chesapeake Bay changes in total allowable catch, and (ii) recommendations for addressing impacts to workers by changes in total allowable catch.
3. VIMS shall present report progress, current findings and any recommendations, along with their annual proposal to draw from the menhaden funding for the following year to the Chairmen of the

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Senate Committee on Agriculture, Conservation and Natural Resources, the House Committee on Agriculture, Chesapeake and Natural Resources, the Secretary of Natural and Historic Resources, the Ecological Reference Points Workgroup of the Atlantic States Marine Fisheries Commission, and the Menhaden Management Advisory Committee of the Virginia Marine Resources Commission, yearly by October 1."

Explanation:

(This amendment provides funding to support Atlantic Menhaden Research and requires an annual report.)

Amendment 3: Clarify language for Medicaid and CHIP participation in cell and gene therapy access model for sickle cell disease treatment

Item 291

Health and Human Resources

Department of Medical Assistance Services

Language

Language:

Page 401, line 13, strike “separate the”.

Page 401, line 13, after “to” insert “unbundle the cost of sickle cell disease cell and gene therapy drugs that are eligible for inclusion in the Centers for Medicare and Medicaid Services (CMS) model from the hospital daily rate for the purposes of”.

Page 401, strike line 14.

Page 401, line 15, after “Model.” insert “The Department of Medical Assistance Services shall have the authority to implement a value based agreement that is consistent with the CMS model.”

Explanation:

(This amendment clarifies and provides authority to implement the Centers for Medicare and Medicaid Services model of care.)

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Amendment 4: Personal care rate increase

Item 291

Health and Human Resources	FY26-27	FY27-28	
Department of Medical Assistance Services	\$20,470,156	\$30,584,471	GF
	\$23,008,414	\$34,212,134	NGF

Language:

Page 361, line 29, strike "\$29,005,654,908" and insert "\$29,049,133,478".

Page 361, line 29, strike "\$30,567,474,505" and insert "\$30,632,271,110".

Page 399, strike lines 55 through 56.

Page 399, after line 54, insert:

“SSSSS.1. Effective January 1, 2027, the Department of Medical Assistance Services shall increase the rates for agency and consumer-directed personal care, respite and companion services in the home and community based services waivers and Early and Periodic Screening, Diagnostic, and Treatment (EPSDT) program by 4 percent. The department shall have the authority to implement these changes prior to completion of any regulatory process undertaken in order to effect such change.

2. Effective January 1, 2028, the Department of Medical Assistance Services shall increase the rates for agency and consumer-directed personal care, respite and companion services in the home and community based services waivers and Early and Periodic Screening, Diagnostic, and Treatment (EPSDT) program by 3.9 percent. The department shall have the authority to implement these changes prior to completion of any regulatory process undertaken in order to effect such change.”

Page 400, strike lines 1 through 4.

Explanation:

(This amendment increases consumer and agency-directed personal care rates by four percent on January 1, 2027, and 3.9 percent on January 1, 2028.)

Amendment 5: Water supply planning

Item 366

Natural and Historic Resources

Department of Environmental Quality

Language

Language:

Page 487, strike lines 32 through 44

Page 487, after line 31, insert:

“2. In a Cooling Water Scarcity Area, prior to July 1, 2032, a data center, as that term is defined in subdivision A 43 of § 58.1-3506, Code of Virginia, shall demonstrate to the satisfaction of the department that it has minimized the use of any type of water for cooling purposes and demonstrated the use of best available water-efficient technologies, including air cooling, closed-loop systems, recycled water, stormwater reuse, non-potable reclaimed water, or other technologies approved by the department. A data center shall only use direct evaporative cooling in conjunction with one of the department’s approved primary technologies. In the Eastern Virginia Groundwater Management Area, a new data center that submits a complete application for a Department of Environmental Quality air permit after January 1, 2027, shall demonstrate to the satisfaction of the department that it has minimized the use of any type of water for cooling purposes and demonstrate the use of best available water-efficient technologies, including air cooling, closed-loop systems, recycled water, stormwater reuse, non-potable reclaimed water, or other technologies approved by the department. A data center shall only use direct evaporative cooling in conjunction with one of the department’s approved primary technologies. The department, by October 15, 2026, shall conduct a study and provide a plan on the retrofitting of existing data centers in the Eastern Virginia Groundwater Management Area to use air cooling systems, 100 percent recycled water and/or stormwater for cooling, or use a closed loop system.”

Explanation:

(This amendment requires new data centers in the Eastern Virginia Groundwater Management Area, as well as data centers in Cooling Water Scarcity Areas, to demonstrate to the Department of Environmental Quality (DEQ) the use of specific and satisfactory efforts to conserve water. The amendment also requires that DEQ produce a plan for retrofitting existing data centers with alternative cooling technologies.)

Amendment 6: Expand RGGI utility credit to Virginia Cooperatives and clarify credit eligibility

Item 367

Natural and Historic Resources

Department of Environmental Quality

Language

Language:

Page 489, strike lines 29 through 40.

Page 489, after line 28, insert:

"E. Notwithstanding any other provision of law, beginning July 1, 2026, an amount equal to 45 percent of all revenue collected pursuant to a program established under § 10.1-1330 of the Code of Virginia, shall be remitted by the Commonwealth to any Phase I or Phase II Utility, as those terms are defined in subdivision A 1 of § 56-585.1 of the Code of Virginia, which has a rate adjustment clause petition approved or pending approval by the State Corporation Commission (the "Commission") pursuant to subdivision A 5 e of § 56-585.1 of the Code of Virginia for recovery of the costs of emissions allowances, or an entity organized pursuant to Chapter 9.1 of Title 56 for distribution permitted only to Virginia customers and reflected as a line item on the customer bill labeled RGGI Credit. Each Phase I or Phase II Utility shall subsequently distribute such funds received from the Commonwealth as a credit to its customers in the residential, Small General Service, and church classes in a manner approved by the Commission, including that such credit shall be reflected as a line item on the customer bill labeled RGGI Credit. Such credit shall only be distributed to Virginia customers. The remaining 55 percent of the revenue collected shall be distributed consistent with § 10.1-1330 C. of the Code of Virginia."

Explanation:

(This amendment expands the credit to be provided to Phase I and Phase II Utility customers in the residential, Small General Service, and church classes in a manner approved by the State Corporation Commission from revenue collected through RGGI to include Virginia cooperatives, and ensures that the credit only goes back to Virginia utility customers.)

Amendment 6.1 (Errata): Expand RGGI utility credit to Virginia Cooperatives and clarify credit eligibility

Item 367

Natural and Historic Resources

Department of Environmental Quality

Language

Language:

Page 489, strike lines 41 through 52 and insert:

"F. Notwithstanding any other provision of law, beginning July 1, 2026, an amount equal to 45 percent of all revenue collected pursuant to a program established under § 10.1-1330 of the Code of Virginia, shall be remitted by the Commonwealth to any Phase I or Phase II Utility, as those terms are defined in subdivision A 1 of § 56-585.1 of the Code of Virginia, which has a rate adjustment clause petition approved or pending approval by the State Corporation Commission (the "Commission") pursuant to subdivision A 5 e of § 56-585.1 of the Code of Virginia for recovery of the costs of emissions allowances, or an entity organized pursuant to Chapter 9.1 of Title 56 for distribution permitted only to Virginia customers and reflected as a line item on the customer bill labeled RGGI Credit. Each Phase I or Phase II Utility shall subsequently distribute such funds received from the Commonwealth as a credit to its customers in the residential, Small General Service, and church classes in a manner approved by the Commission, including that such credit shall be reflected as a line item on the customer bill labeled RGGI Credit. Such credit shall only be distributed to Virginia customers. The remaining 55 percent of the revenue collected shall be distributed consistent with § 10.1-1330 C. of the Code of Virginia."

Explanation:

(This amendment expands the credit to be provided to Phase I and Phase II Utility customers in the residential, Small General Service, and church classes in a manner approved by the State Corporation Commission from revenue collected through RGGI to include Virginia cooperatives, and ensures that the credit only goes back to Virginia utility customers.)

Amendment 7: Facial Coverings, Law Enforcement

Item 391

Public Safety and Homeland Security

Department of Criminal Justice Services

Language

Language:

Page 515, after line 12, insert:

“L. Notwithstanding § 19.2-83.6:1 of the Code of Virginia, any law enforcement officer engaged in (i) special weapons and tactics (SWAT) teams or other specialized tactical teams or units while engaged in the performance of official SWAT team duties, or (ii) undercover, drug, gang, executive protection, or surveillance units where protection of such law-enforcement officers’ identities is necessary, is exempt from subsection D of § 19.2-83.6:1 of the Code of Virginia.”

Explanation:

(This amendment clarifies the use of facial coverings by law-enforcement officers.)

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Amendment 8: Establish the Firefighter Cancer Screening Grant program

Item 406

Public Safety and Homeland Security	FY26-27	FY27-28	
Department of Fire Programs	\$2,121,481	\$2,121,481	GF
	1.00	1.00	FTE

Language:

Page 530, line 31, strike the first instance of "\$53,707,527" and insert "\$55,829,008".

Page 530, line 31, strike the second instance of "\$53,707,527" and insert "\$55,829,008".

Page 531, after line 3, insert:

"B. Out of the appropriation provided in this Item, \$2,000,000 from the general fund is provided over the biennium to establish the Firefighter Cancer Screening Grant program for the purpose of awarding grants to localities with qualifying fire departments or fire companies, as defined in §§ 27-6.01 and 27-6.02, Code of Virginia, for costs incurred in providing eligible cancer screening tests to career firefighters in an amount less than or equal to \$350 per eligible screening. The Department of Fire Programs and the Virginia Fire Services Board shall develop policies and procedures for the distribution of funds from this grant."

Explanation:

(This amendment provides \$2 million each year from the general fund to establish a new grant program to support localities in providing cancer screenings for career firefighters. In addition, this amendment provides one position and associated funding for the agency to hire an additional grants administrator to manage the grant program.)

Amendment 9: Provide funding for a digital services team

Item 471

Central Appropriations	FY26-27	FY27-28
Central Appropriations	\$5,000,000	\$0 GF

Language:

Page 593, line 45, strike “\$676,300,000” and insert “\$681,300,000”.

Page 597 after line 15 insert:

“N. Out of this appropriation, \$5,000,000 the first year from the general fund is provided for the establishment of a digital service team to help agencies deliver more effective, affordable, and user-friendly services and to strengthen oversight of state technology vendors and contracts. This team shall apply skills in engineering, design, product management, and procurement to leverage existing information technology capacity and investment, boost effectiveness, reduce spending, and reduce risk in priority projects.”

Explanation:

(This amendment provides funding for start-up costs for a digital services team that will assist agencies in solving urgent technical needs, fixing persistent, long-unresolved technical challenges, and addressing systemic challenges to delivering services.)

Amendment 10: Acquisition of Oak Hill Farm

Item C-15

Natural and Historic Resources

Department of Conservation and Recreation

Language

Language:

Page 625, line 27, strike “Omitted.” and insert:

“A.1. Upon meeting the contingencies set forth in this paragraph and the written approval from the Secretary of Finance and the Chairs of the House Appropriations and the Senate Finance and Appropriations Committees, the Department of Conservation and Recreation may accept the donation of up to 1,250 acres of real property owned by land preservation organizations in Loudoun County to establish a new state park to be known as Oak Hill State Park. This authorization is contingent upon the following and adherence to the conditions in this Item:

a. the submission of a comprehensive funding plan developed by the Secretary of Natural and Historic Resources, in consultation with the Departments of Planning and Budget, Conservation and Recreation, Historic Resources, Transportation, and the Virginia Tourism Corporation, to ensure the funding plan accurately reflects the total potential expenditures and revenue for a state park that includes confirmation of \$47,000,000 of nongeneral fund resources to fully support the development and operation of the proposed park, including \$27,000,000 from Loudoun County, \$6,000,000 from federal funds through a Stateside Land and Water Conservation Fund grant, \$2,000,000 from the Virginia Land Conservation Foundation, and at least \$12,000,000 in philanthropic and private sector support;

b. the evaluation of the property’s condition and cost estimates for any necessary life safety improvements or maintenance reserve projects to maintain and ensure the safety of the property, prior to and during operation as a state park, by the Department of General Services and a risk management review by the Department of the Treasury;

c. the review of the property’s deed or any other instrument related to the property by the Departments of General Services and Treasury and the Office of the Attorney General;

d. the performance of an archaeological and historical assessment of the property by the Department of Historic Resources, including cost estimates for necessary repairs to any historic facilities on the property by the Department of General Services.

2. The Department shall report to the Secretary of Finance and the Chairs of the House Appropriations and Senate Finance and Appropriations Committees, on the status of achieving the deliverables no later than September 30, 2026, with a final report of such deliverables submitted no later than December 15, 2026. The deed

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and any other recording instrument related to the property shall be provided to the Department of General Services, the Office of the Attorney General, the Department of Planning and Budget and the staff of the House Appropriations and Senate Finance and Appropriations Committees.

3. Upon written approval from the Secretary of Finance and each of the Chairs of the House Appropriations Committee and the Senate Finance and Appropriations Committee, the Director, Department of Planning and Budget, may establish a nongeneral fund appropriation to accept gifts or donations for the support of the property. As a condition of this Item, the conveyance of this property to the Commonwealth shall be without consideration, and all philanthropic and private sector support shall be transferred to the Commonwealth. All expenses, including fees of the Department of General Services and the Office of the Attorney General, necessary to execute this Item, and the conveyance of the property and any necessary easements shall be paid by the land preservation organizations conveying the property to the Commonwealth.

4. It is the intent of this Item that the conveyance and operation of Oak Hill State Park shall be supported entirely by the nongeneral funds cited in this paragraph and revenues generated from Oak Hill State Park. No general fund appropriation shall be provided to support capital improvements to, or the operations of, Oak Hill State Park. All future costs associated with Oak Hill State Park shall be funded using revenues generated from Oak Hill State Park or funds donated to the state for Oak Hill State Park. Development of the park shall be in accordance with the Department's state park master planning guidelines pursuant to § 10.1-200.1, Code of Virginia.”

Explanation:

(This amendment authorizes the acquisition of Oak Hill Farm as a new state park upon the Department meeting the contingencies set forth.)

Amendment 11: Data Center Electricity Consumption Tax technical adjustments

Item 3-5.24

Adjustments and Modifications to Tax Collections

Data Center Electricity Consumption Tax

Language

Language:

Page 658, line 31, after “Commission.” insert:

“For electricity supplied by an incumbent electric utility, an incumbent electric cooperative, or a competitive service provider, the supplier shall list the applicable tax as a separate line item on the data center operator’s billing invoice.”

Explanation:

(This amendment makes a technical adjustment to Data Center Electricity Consumption Tax provisions. This adjustment clarifies billings to data center operators from certain electricity suppliers.)

Amendment 12: Additional Local Sales Tax Referendum timing and other technical corrections

Item 4-14

Effective Date

Effective Date

Language

Language:

Page 721, strike line 49.

Page 721, line 50, strike “set for such referendum.”

Page 722, line 38, strike “Notwithstanding the provisions of § 24.2-682,”.

Page 722, strike line 39.

Page 724, line 16, strike "benefiting" and insert "serving".

Explanation:

(This amendment makes technical changes to language regarding the timing of referendum under additional local sales tax provisions and makes one technical wording change.)

Amendment 13: Paid Sick Leave

Item 4-14

Effective Date

Effective Date

Language

Language:

Page 862, after line 35 insert:

“35. That §§ 40.1-33.6:1 and 40.1-33.6:3, as they shall become effective, of the Code of Virginia are amended and reenacted as follows:

§40.1-33.6:1. (Effective July 1, 2027) Definitions.

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

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

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

"Employee" has the same meaning as provided in § 40.1-2, except that for the purposes of this article, "employee" does not include an employee as that term is defined in § 40.1-33.3.

"Employer" has the same meaning as provided in § 40.1-2, except that for the purposes of this article, (i) beginning July 1, 2027, "employer" means an employer of at least 50 employees; (ii) beginning January 1, 2028, "employer" means an employer of at least 25 employees; and (iii) beginning January 1, 2029, "employer" means an employer of at least one employee. Notwithstanding the provisions of § 40.1-2.1, "employer" includes the Commonwealth and its agencies, institutions, and political subdivisions. However, to the extent that any conflict exists between this article and Chapter 11 (§ 51.1-1100 et seq.) of Title 51.1, the provisions of such chapter shall control.

"Family member" means:

- ~~1. Regardless of age, a biological child, adopted or foster child, stepchild, legal ward, child to whom the employee stands in loco parentis, or individual to whom an employee stood in loco parentis when the individual was a minor;~~
- ~~2. A biological parent, foster parent, stepparent, adoptive parent, legal guardian of an employee or an employee's spouse, or individual who stood in loco parentis to an employee when the employee or employee's spouse was a minor child;~~
- ~~3. An individual to whom an employee is married or domestically partnered;~~
- ~~4. A grandparent, grandchild, or sibling, whether of a biological, foster, adoptive, or step relationship, of an employee or the employee's spouse or domestic partner;~~

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

~~6. Any other individual related by blood or affinity whose close association with an employee is the equivalent of a family relationship a child, grandchild, grandparent, parent, sibling, spouse, or domestic partner of an employee, including those with step, foster, or adopted relationships, and includes any individual (i) who regularly resides in the employee's home or where the relationship creates an expectation that the employee care for such individual and (ii) who depends on the employee for care.~~

~~"Family member" does not include an individual who simply resides in the home with no expectation that the employee care for the individual.~~

"Paid sick leave" means leave that is compensated at the employer's regular rate as defined in subdivision B of § 40.1-29.3 and is provided by an employer to an employee for the purposes described in § 40.1-33.6:3; however, such hourly rate shall not be less than the minimum wage amount set forth in §40.1-28.10 without reduction for any tip credit that the employer would otherwise be permitted to claim.

"Retaliatory action" means a denial of any benefit provided pursuant to this article; any threat, discharge, suspension, demotion, or reduction of hours; or the taking of any other adverse action against an employee as a result of the employee's exercise of any paid sick leave benefits.

"Retaliatory action" includes interference with or punishment for in any manner participating in or assisting an investigation, proceeding, or hearing under this article.

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

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

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

§40.1-33.6:3. (Effective July 1, 2027) Use of paid sick leave.

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

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

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

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

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

C. When the use of paid sick leave is foreseeable, the employee shall make a good faith effort to provide notice of the need for such leave to the employer in advance of the use of the paid

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sick leave and shall make a reasonable effort to schedule the use of paid sick leave in a manner that does not unduly disrupt the operations of the employer.

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

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

F. ~~Paid sick leave shall be used in hourly increments unless the employer allows~~ *An employer may require paid sick leave to be taken-used in smaller increments, provided that the minimum increment shall be no greater than four hours.*

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

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

Page 862, line 36, strike "35." and insert "36."

Page 862, line 37, strike "36." and insert "37."

Page 862, line 37, strike "seventh and eighth" and insert "seventh, eighth, and thirty-fifth".

Explanation:

(This amendment makes several changes to Chapters 1128 and Chapter 1129, 2026 Acts of Assembly, which expands paid sick leave in Virginia.)

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Amendment 14: Possession of firearms in public areas, delayed enactment

Item 4-14

Effective Date

Effective Date

Language

Language:

Page 862, after line 35 insert:

“35. That notwithstanding any other provision of law, Chapters 1025 and 1101 of the Acts of Assembly of 2026 shall become effective on July 1, 2027.”

Page 862, line 36, strike “35.” and insert “36.”.

Page 862, line 37, strike “36.” and insert “37.”.

Explanation:

(This amendment delays the effective date of the amendments to § 18.2-287.4 enacted during the 2026 Session to be July 1, 2027.)
