

**2026 General Assembly Session - Legislation Tracked by DHRM**

Bill Number	Bill Summary
<a href="#">HB 1</a>	<p><b>Minimum wage.</b> Increases the minimum wage incrementally to \$15.00 per hour by January 1, 2028. The bill codifies the adjusted state hourly minimum wage of \$12.77 per hour that is effective January 1, 2026, and increases the minimum wage to \$13.75 per hour effective January 1, 2027, and to \$15.00 per hour effective January 1, 2028. Effective January 1, 2029, and annually thereafter, the bill requires the minimum wage to be adjusted to reflect increases in the consumer price index. This bill is identical to <a href="#">SB 1</a>.</p> <p><b>Status: Approved by Governor-Chapter 350</b></p>
<a href="#">HB 5</a>	<p><b>Employment; paid sick leave; civil penalties; civil actions.</b> Requires one hour of paid sick leave for every 30 hours worked for all employees of private employers and state and local governments, with certain exceptions. The bill requires that employees who are employed and compensated on a fee-for-service basis accrue paid sick leave in accordance with regulations adopted by the Commissioner of Labor and Industry. The bill provides that employees transferred to a separate division or location remain entitled to previously accrued paid sick leave and that employees retain their accrued paid sick leave under any successor employer. The bill allows employers to provide a more generous paid sick leave policy than prescribed by its provisions and specifies that employees, in addition to using paid sick leave for their physical or mental illness or to care for a family member, may use paid sick leave to seek or obtain certain services or to relocate or secure an existing home due to domestic abuse, sexual assault, or stalking. The bill requires the Commissioner to promulgate regulations for the implementation and enforcement of the bill's provisions by July 1, 2027.</p> <p>The bill authorizes the Commissioner, in the case of a knowing violation, to subject an employer to a civil penalty not to exceed \$150 for the first violation, \$300 for the second violation, and \$500 for each successive violation. The Commissioner or Attorney General may commence administrative proceedings or bring a civil action to enforce the bill's provisions. Additionally, the bill authorizes an aggrieved employee to bring a civil action against the employer in which he may recover double the amount of any unpaid sick leave and the amount of any actual damages suffered as the result of the employer's violation. Certain provisions of the bill have a delayed effective date of July 1, 2027. This bill is identical to SB 199.</p> <p><b>Status: Approved by Governor- Chapter 1128</b></p>
<a href="#">HB 54</a>	<p><b>Department of Human Resource Management; State Government Internship Coordinator.</b> Requires the Department of Human Resource Management to establish and employ a State Government Internship Coordinator to attract high quality interns to the service of the Commonwealth with the goal of developing such interns in a manner that supports their ability to compete for positions in agencies of the Commonwealth upon conclusion of their internships and completion of their educational programs. The bill also requires the Department to establish and administer a system to provide professional development opportunities for state agency interns, intern supervisors, and human resources staff. This bill is identical to <a href="#">SB 286</a>.</p> <p><b>Status: Approved by Governor- Chapter 786</b></p>
<a href="#">HB 60</a>	<p><b>Life insurance; health insurance; unfair discrimination; pre-exposure prophylaxis for prevention of human immunodeficiency virus (HIV).</b> Prohibits any person from refusing to insure, refusing to continue to insure, or limiting the amount or extent of life insurance or accident and sickness insurance coverage available to an individual or charge an individual a different rate for the same coverage based solely on the status of such individual as having received pre-exposure prophylaxis for the prevention of human immunodeficiency virus.</p> <p><b>Status: Approved by Governor- Chapter 12</b></p>
<a href="#">HB 64</a>	<p><b>Health insurance; coverage for speech therapy as a treatment for stuttering.</b> Requires health insurance carriers whose health care plans include coverage for habilitative services and rehabilitative services, as such terms are defined in the bill, to provide coverage for habilitative speech therapy and rehabilitative speech therapy, as such terms are defined in the bill, as a treatment for stuttering. The bill provides that such coverage is not (i) subject to any maximum annual benefit limit, including any limits on the number of visits an insured may make to a speech-language pathologist; (ii) limited based on the type of disease, injury, disorder, or other medical condition that resulted in the stuttering; or (iii) subject to utilization review or utilization management requirements, including prior authorization or a determination that the habilitative or rehabilitative speech therapy services are medically necessary. The bill applies to health care plans delivered, issued for delivery, or renewed on and after January 1, 2027.</p> <p><b>Status: Failed (2/18/26 Left in House Labor and Commerce)</b></p>

<a href="#">HB 90</a>	<p><b>Health insurance; large group policies; coverage for scalp treatment during cancer chemotherapy treatment.</b> Requires health insurance carriers offering policies in the large group market to provide coverage for scalp cooling systems for the preservation of hair during cancer chemotherapy treatment. Provisions of the bill apply to health insurance policies, contracts, and plans delivered, issued for delivery, or renewed in the large group market in the Commonwealth on and after January 1, 2027.  <b>Status: Failed (2/18/26 Left in House Labor and Commerce)</b></p>
<a href="#">HB 130</a>	<p><b>Workers' compensation; presumption for certain cancers; sheriffs and deputy sheriffs.</b> Expands the workers' compensation presumption of compensability for certain cancers causing the death or disability of certain employees who have completed five years of service in their position to include sheriffs or deputy sheriffs.  <b>Status: Failed (2/18/26 Left in House Appropriations Committee)</b></p>
<a href="#">HB 184</a>	<p><b>Bureau of Insurance; evaluation of All-Payer Claims Database; report.</b> Directs the State Corporation Commission's Bureau of Insurance (the Bureau) to conduct an evaluation of the All-Payer Claims Database and the data submitted thereto in facilitating data-driven, evidence-based improvements in access, quality, and cost of health care in the Commonwealth. The bill requires the Bureau to submit a report of its findings and recommendations to the Governor and General Assembly no later than December 1, 2026.  <b>Status: Approved by Governor- Chapter 575</b></p>
<a href="#">HB 216</a>	<p><b>Health insurance; State Plan for Medical Assistance; coverage for prosthetic and custom orthotic devices and components; reports.</b> Amends provisions related to health insurance coverage for prosthetic devices and components to include custom orthotic devices and components. Under the bill, such coverage does not include repair and replacement due to theft or loss and may include more than one prosthetic or custom orthotic device when medically necessary, as determined by an enrollee's provider. The bill prohibits an insurer from denying coverage for a prosthetic or custom orthotic device for an individual with limb loss, limb absence, or limb impairment that would otherwise be covered for a nondisabled individual seeking medical or surgical intervention. The bill requires health plans that provide such coverage to include language describing an enrollee's rights related to coverage for prosthetic and custom orthotic devices and provide a written explanation of any claim denials.  The bill also directs the DMAS to seek the necessary permissions from the CMS to provide payment of medical assistance for prosthetic and custom orthotic devices, subject to the same requirements as insurers. Such payment is conditional on the Department obtaining all necessary approvals and federal financial participation. The bill sunsets on July 1, 2027, if such approval and federal financial participation is not obtained.  The bill directs the health insurance carriers, the DMAS, and any managed care plan administering Medicaid benefits in the Commonwealth to submit reports to the Health Insurance Reform Commission regarding implementation of the provisions of the bill during plan years 2027 and 2028.  <b>Status: Failed (2/18/26 Left in House Labor and Commerce)</b></p>
<a href="#">HB 220</a>	<p><b>Health insurance; tobacco surcharge.</b> Eliminates the authority of a health carrier to vary its premium rates based on tobacco use. Under current law, a health carrier may charge premium rates up to 1.5 times higher for a tobacco user than for a nonuser. The provisions of the bill apply to health benefit plans providing individual or small group health insurance coverage entered into, amended, extended, or renewed on or after January 1, 2027. This bill is identical to <a href="#">SB 630</a>.  <b>Status: Approved by Governor- Chapter 34</b></p>
<a href="#">HB 227</a>	<p><b>Line of Duty Act; transitional coverage.</b> Requires the Department of Human Resource Management to acquire and provide temporary transitional health insurance coverage to disabled persons, eligible spouses, and eligible dependents during the period of transition into the LODA (Line of Duty Act) Health Benefits Plans. Current law authorizes but does not require the Department to acquire and provide such temporary transitional health insurance coverage to disabled persons, eligible spouses, and eligible dependents during such period.  <b>Status: Failed (2/18/26 Left in House Appropriations)</b></p>
<a href="#">HB 238</a>	<p><b>Labor and employment; payment of wages; minimum wage and overtime wages; misclassification of workers; prevailing wage rate; civil actions.</b> Provides that an employer that violates provisions relating to minimum wage, overtime wages provisions, the misclassification of workers, or the prevailing wage rate is subject to civil actions for the applicable remedies, damages, or other relief available in an action brought pursuant to the civil action provisions currently available for the nonpayment of wages. Such provisions currently provide that an employee may bring an action in a court of competent jurisdiction to recover payment of the wages, and the court is required to award the wages owed, an additional equal amount as liquidated damages, plus prejudgment interest thereon, and reasonable attorney fees and costs. Under current law, if the court finds that the employer knowingly failed to pay wages to an employee, the court is required to award the employee an amount equal to triple the amount of wages due and reasonable attorney fees and costs. The bill also prohibits an employer from taking certain retaliatory actions against an employee because the employee reports any information or allegation in good faith that, if true, amounts to a violation of any federal or state law or regulation to a supervisor, manager, or officer, or to any governmental body or law-enforcement official, including a report made in the ordinary course of the employee's employment, regardless of whether such report refers to a particular law or regulation.  <b>Status: Approved by Governor- Chapter 1040</b></p>

<a href="#">HB 271</a>	<p><b>Virginia Gaming Commission established; penalties.</b> Establishes the Virginia Gaming Commission as an independent agency of the Commonwealth, exclusive of the legislative, executive, or judicial branches of government, to oversee and regulate all forms of legal gambling in the Commonwealth except for the state lottery. The bill sets eligibility requirements for the appointment of a Commissioner and Virginia Gaming Commission Board members, provides powers and duties of such Commissioner and Board members, and provides for the transfer of current employees of relevant state agencies to the Commission. The bill contains numerous technical amendments.</p> <p><b>Status: Continued to 2027 in S-Finance and Appropriations Committee</b></p>
<a href="#">HB 310</a>	<p><b>Artificial Intelligence Workforce Impact Act; established, report.</b> Establishes reporting requirements for each state agency in the Commonwealth relating to the impact of artificial intelligence on the workforce. The bill requires each agency to submit quarterly reports to the DHRM detailing workforce impacts as a result of the use of one or more artificial intelligence systems during the preceding quarter. If an agency reports 10 or more workforce impacts as a result of the use of one or more artificial intelligence systems within a fiscal year, the bill requires such agency to submit an AI Workforce Transition Plan to the Dept within 120 days of such quarterly report in which the threshold was reached.</p> <p>The bill provides that a state employee whose job is eliminated, materially changed, or restructured due to the use of one or more AI systems shall be eligible for (i) retraining or upskilling programs coordinated through the Dept and the VCCS; (ii) priority consideration for vacancies for which such employee is qualified within any state agency; (iii) career transition services offered through the VEC; and (iv) any additional support measures offered by the Department.</p> <p>The bill requires the Department to review the information received by agencies under the bill and submit annual reports to the Governor, the SOA, the JLARC, and the Chairs of the House Committee on Appropriations and the Senate Committee on Finance and Appropriations by November 1 of each year.</p> <p><b>Status: Failed (2/18/26 Left in House Appropriations Committee)</b></p>
<a href="#">HB 328</a>	<p><b>Health insurance; essential health benefits benchmark plan.</b> Requires the Bureau of Insurance to select a new essential health benefits benchmark plan for the 2028 plan year, or the soonest plan year thereafter as permitted by the Centers for Medicare and Medicaid Services, that includes, in addition to the essential health benefits package included in the existing benchmark plan, coverage for (i) doula care services; (ii) the treatment of iatrogenic infertility; (iii) fertility treatment and diagnosis, including a maximum of three cycles per lifetime of assisted reproductive technology; (iv) hearing aids for individuals of all ages; (v) pasteurized donor human breast milk; (vi) the prophylaxis, diagnosis, and treatment of pediatric autoimmune neuropsychiatric disorders associated with streptococcal infections and pediatric acute-onset neuropsychiatric syndrome; and (vii) the treatment of polycystic ovary syndrome. Such mandate for coverage does not apply to the individual or small group markets. The bill has a delayed effective date pursuant to approval by the Centers for Medicare and Medicaid Services of certain coverage as outlined in the bill. As introduced, this bill was a recommendation of the Health Insurance Reform Commission.</p> <p><b>Status: Approved by Governor- Chapter 1048</b></p>
<a href="#">HB 358</a>	<p><b>Medicare supplement policies; regulations establishing minimum standards; work group; report.</b> Amends provisions related to the State Corporation Commission's issuance of regulations to establish minimum standards regarding Medicare supplement policies to include minimum standards for risk adjustment mechanisms and the disclosure of methodology used in coverage decisions. The bill directs the Bureau of Insurance to convene a work group to review and make recommendations related to minimum standards regarding Medicare supplement policies, implementation of risk adjustment mechanisms, ways to eliminate waste and abuse from overpayments, methodologies used in coverage decisions, ways to improve care under such policies, and the effectiveness and utilization of existing consumer protections related to Medicare supplement policies and to submit a report of its findings and recommendations by December 1, 2026.</p> <p><b>Status: Approved by Governor- Chapter 594</b></p>
<a href="#">HB 406</a>	<p><b>Workers' compensation; disability of law-enforcement officer; spousal wage replacement; report.</b> Requires the employer of a law-enforcement officer who sustains a line of duty injury, as defined in the bill, to pay or cause to be paid to the spouse of such law-enforcement officer 66 percent of such spouse's average weekly wage during the previous three years, up to 80 percent of the average weekly wage of the Commonwealth, provided that certain requirements are met. The bill directs the Workers' Compensation Commission to establish an application review process for claims for spousal wage replacement pursuant to the bill's provisions by January 1, 2027. Certain provisions of the bill have a delayed effective date of January 1, 2027.</p> <p><b>Status: Continued to 2027 in House Appropriations</b></p>
<a href="#">HB 424</a>	<p><b>Health insurance; prohibited restrictions on in-network referrals.</b> Prohibits a health insurance carrier from prohibiting an in-network provider, as defined in the bill, from referring any patient or specimen to any in-network clinical laboratory or in-network pathology service provider under the terms of such insurance unless such referral would constitute a violation of certain laws. This bill is identical to <a href="#">SB 745</a>.</p> <p><b>Status: Approved by Governor- Chapter 138</b></p>

<a href="#">HB 426</a>	<p><b>Workers' compensation; employer's offset in event of recovery.</b> Amends provisions related to an employer's offset for recovery in certain actions brought under the Virginia Workers' Compensation Act. The bill requires that lifetime medical award benefits and ongoing indemnity award benefits shall remain in full force and effect if the claimant is under such an award at the time that recovery is effected, subject to the employer offset provisions. Under the bill, an employer's credit shall be applied as a continuing, pro rata reduction to benefits otherwise payable under an existing award until the employer's required credit is exhausted. The bill also removes language limiting an employee's entitlement to compensation and expenses for medical, surgical and hospital attention and funeral expenses.</p> <p><b>Status: Approved by Governor- Chapter 923</b></p>
<a href="#">HB 481</a>	<p><b>Prior authorization; requiring physician review for denial.</b> Prohibits a health insurance carrier from making an adverse determination of a prior authorization request (i) for prescription drugs unless such denial has been reviewed and approved by a licensed physician or, if a licensed physician is not available, by a licensed pharmacist or (ii) for health care services unless such adverse determination has been reviewed and approved by (a) a licensed physician; (b) in the case of mental health services, a licensed mental health provider if a licensed physician is unavailable; or (c) in the case of dental services, a licensed dentist if a licensed physician is unavailable.</p> <p><b>Status: Approved by Governor- Chapter 925</b></p>
<a href="#">HB 490</a>	<p><b>Health insurance; coverage for early refills prescription eye drops.</b> Prohibits a health carrier from denying coverage to a covered person of an early refill of prescription eye drops if (i) the prescription eye drops are a covered benefit, (ii) the amount of time that has elapsed from the previous dispensing of such prescription would result in at least 85 percent of such prescription eye drops being used if taken consistently with the prescriber's directions, and (iii) the prescriber has indicated that additional quantities are medically necessary and the refill requested does not exceed such additional quantity. The provisions of the bill are applicable to contracts, policies, or plans delivered, issued for delivery, or renewed in the Commonwealth on and after January 1, 2027.</p> <p><b>Status: Approved by Governor- Chapter 153</b></p>
<a href="#">HB 494</a>	<p><b>Virginia Personnel Act; hiring preference in state government; certain former federal employees</b> Allows for an applicant's status as a former federal employee to be given consideration when applying for employment with the Commonwealth if such applicant was terminated from a position of employment with the federal government on or after January 1, 2025, due to a reduction in the federal budget or initiatives put in place by the federal Department of Government Efficiency, provided that such person meets all of the knowledge, skill, and ability requirements for the available position. The bill directs the Department of Human Resource Management, on or before January 1 of each year, to submit a report to the Governor and the General Assembly that includes the number of job applications submitted by candidates who self-identified as former federal employees, as well as the number of jobs offered to such candidates. The bill has an expiration date of January 21, 2029.</p> <p><b>Status: Approved by Governor- Chapter 154</b></p>
<a href="#">HB 516</a>	<p><b>Health insurance; coverage for non-opioid prescription drugs.</b> Prohibits a health insurance carrier from imposing any cost-sharing, prior authorization, step therapy, or other limitation on coverage of a covered non-opioid drug approved by the U.S. Food and Drug Administration for the treatment or management of pain that is more restrictive or less favorable to the enrollee relative to a covered opioid drug approved by the U.S. Food and Drug Administration for the treatment or management of pain.</p> <p><b>Status: Failed (2/18/26 Left in House Labor and Commerce)</b></p>
<a href="#">HB 554</a>	<p><b>State officers and employees; state agencies to establish alternative work schedules; reporting requirement.</b> Adds to the annual reporting requirements of each state agency the requirement to include what percentage of changes to the number of employees participating in telecommuting and alternative work is a result of changes in workforce size, a reclassification of positions, or an expansion of telecommuting and alternative work opportunities and the number of employees approved and denied telecommuting and alternative work eligibility. The bill also requires the Department of Human Resource Management to review and publish on its website the statewide telecommuting and alternative work schedule policy every two years.</p> <p><b>Status: Approved by Governor- Chapter 927</b></p>
<a href="#">HB 572</a>	<p><b>Uninsured Employer's Fund; administrative expenses.</b> Provides that the costs of administering the Uninsured Employer's Fund, which is administered by the Virginia Workers' Compensation Commission, are paid out of such fund. This bill is identical to <a href="#">SB 520</a>.</p> <p><b>Status: Approved by Governor- Chapter 174</b></p>
<a href="#">HB 618</a>	<p><b>Health insurance; reporting requirements.</b> Amends various reporting requirements related to health insurance, including by requiring the State Corporation Commission to maintain and publicly post an inventory of mandated benefits and providers, requiring health carriers to report annually on provider terminations and reinstatements, and consolidating reports related to balance billing and arbitration. The bill repeals reporting requirements related to the Comparable Health Care Service Incentive Program and Virginia Health Savings Account Plan. This bill is identical to <a href="#">SB 626</a>.</p> <p><b>Status: Approved by Governor- Chapter 187</b></p>

<a href="#">HB 625</a>	<p><b>Health insurance; limit on cost-sharing payments for prescription drugs under certain plans.</b> Requires each carrier that offers a health plan in either the individual or small group market to ensure that at least one health plan in each of the bronze, silver, gold, and platinum levels of coverage in each rating area in the individual and small group market conform with the following: (i) a plan that offers a platinum level of coverage shall limit a person's cost-sharing payment for prescription drugs covered under the plan to an amount that does not exceed \$150 per 30-day supply of the prescription drug; (ii) a plan that offers a gold level of coverage shall limit a person's cost-sharing payment for prescription drugs covered under the plan to an amount that does not exceed \$200 per 30-day supply of the prescription drug; (iii) a plan that offers a silver level of coverage shall limit a person's cost-sharing payment for prescription drugs covered under the plan to an amount that does not exceed \$250 per 30-day supply of the prescription drug; and (iv) a plan that offers a bronze level of coverage shall limit a person's cost-sharing payment for prescription drugs covered under the plan to an amount that does not exceed \$300 per 30-day supply of the prescription drug. The bill requires that any plans offered to meet its requirements are (a) clearly and appropriately named to aid the consumer or plan sponsor in the plan selection process and (b) marketed in the same manner as other plans offered by the carrier. The bill's provisions apply to any individual or group accident and sickness insurance policy, any individual or group accident and sickness subscription contract, and any health care plan for health care services delivered, issued for delivery, or renewed in the Commonwealth on or after January 1, 2028. This bill is identical to <a href="#">SB 161</a>.</p> <p><b>Status: Approved by Governor- Chapter 641</b></p>
<a href="#">HB 636</a>	<p><b>Prohibiting employer seeking wage or salary history of prospective employees; wage or salary range transparency; cause of action.</b> Prohibits a prospective employer from (i) seeking the wage or salary history of a prospective employee; (ii) relying on the wage or salary history of a prospective employee in considering the prospective employee for employment; (iii) relying on the wage or salary history of a prospective employee in determining the wages or salary the prospective employee is to be paid upon hire; (iv) refusing to interview, hire, employ, or promote or otherwise retaliating against a prospective or current employee for not providing wage or salary history or requesting a wage or salary range; (v) failing or refusing to disclose in each public and internal posting for each job, promotion, transfer, or other employment opportunity the wage, salary, or wage or salary range; and (vi) failing to set a wage or salary range in good faith. The bill establishes a cause of action for an aggrieved prospective employee or employee and provides that an employer that violates such prohibitions is liable to the aggrieved prospective employee or employee for statutory damages between \$1,000 and \$10,000 or actual damages, whichever is greater, reasonable attorney fees and costs, and any other legal and equitable relief as may be appropriate. This bill incorporates <a href="#">HB 1164</a> and is identical to <a href="#">SB 215</a>.</p> <p><b>Status: Approved by Governor- Chapter 1063</b></p>
<a href="#">HB 642</a>	<p><b>Cannabis control; retail market; penalties.</b> Establishes a framework for the creation of a retail marijuana market in the Commonwealth, to be administered by the Virginia Cannabis Control Authority. The bill provides that no retail sales may occur prior to January 1, 2027. Effective January 1, 2027, the bill also moves oversight of the retail sale of certain regulated hemp products from the Virginia Department of Agriculture and Consumer Services to the Virginia Cannabis Control Authority. This bill is identical to <a href="#">SB 542</a>.</p> <p><b>Status: Governor vetoed</b></p>
<a href="#">HB 659</a>	<p><b>State retiree health benefits program; reenrollment in program.</b> Allows a state retiree who elects to participate in the state retiree health plan but later discontinues participation one opportunity to return to participation in the plan, provided that such return to participation occurs within five years after the date of such employee's retirement. Under current law, a state retiree who elects to participate in the state retiree health plan but later discontinues participation is barred from participating in the plan.</p> <p><b>Status: Failed (2/18/26 Left in House Appropriations)</b></p>
<a href="#">HB 675</a>	<p><b>Protection of employees; coercion or threat based on immigration status; civil penalty.</b> Prohibits an employer, including the Commonwealth and its agencies and political subdivisions, from using coercion or issuing a threat to an employee based on immigration status in furtherance of committing a violation of the Virginia Minimum Wage Act or provisions related to the payment of wages. An aggrieved employee is permitted to file a complaint with the Commissioner of Labor and Industry within 180 days of the alleged coercive action or threat. The bill authorizes the Commissioner to investigate such complaints and, if the allegation is substantiated, to impose a civil penalty in the following amounts: (i) up to \$5,000 for the first violation, (ii) up to \$9,000 for the second violation, and (iii) up to \$12,000 for any subsequent violation. The bill provides that any such penalty assessed shall be paid to the Commissioner for deposit into the General Fund. The bill also authorizes the Commissioner to seek injunctive relief as may be necessary for enforcement.</p> <p><b>Status: Approved by Governor- Chapter 1115</b></p>
<a href="#">HB 676</a>	<p><b>Health insurance; carrier business practices; electronic attachments.</b> Provides that, in the following contexts, information may be submitted by a provider to a health insurance carrier through electronic attachment, as defined in the bill: (i) information related to services rendered as required by the carrier in its provider contract; (ii) information related to any defect or impropriety that prevents the carrier from deeming a health insurance claim a clean claim, as defined in existing law; and (iii) information required to establish medical necessity, benefit coverage, or prior</p>

	<p>authorization of services, or to conduct reconsideration activities. The bill has a delayed effective date of January 1, 2027. This bill is identical to <a href="#">SB 172</a>.</p> <p><b>Status: Approved by Governor- Chapter 200</b></p>
<a href="#">HB 701</a>	<p><b>Health insurance; notice of adverse determinations and right to request external review.</b> Requires health carriers to send in writing to a covered person the notice of an adverse determination or final adverse determination and the covered person's right to request an external review, as required by current law, within five business days after the adverse determination or final adverse determination has been made. The bill also requires such notice to include certain information related to the person who made the adverse determination or final adverse determination.</p> <p><b>Status: Approved by Governor- Chapter 411</b></p>
<a href="#">HB 736</a>	<p><b>Health insurance; carrier contracts; required provisions regarding prior authorization for prescription drugs.</b> Amends existing required provisions for health carrier contracts related to prior authorizations for prescription drugs. Current law requires that if prior authorization is approved for prescription drugs and such prescription drugs have been scheduled, provided, or delivered to the patient consistent with the authorization, health carriers may not revoke, limit, condition, modify, or restrict that authorization except in certain circumstances. The bill requires this limitation on carriers to apply for the duration of the authorization, which the bill requires to be a minimum of six months for initial authorizations and a minimum of 12 months for continued authorizations. The bill adds circumstances under which a prior authorization may be revoked, limited, conditioned, modified, or restricted by a carrier, including (i) a final action by the U.S. Food and Drug Administration, other regulatory agencies, or the manufacturer communicating a patient efficacy issue that would affect the authorization and (ii) when additional safety and efficacy monitoring is clinically appropriate or recommended by the U.S. Food and Drug Administration, other regulatory agencies, or the manufacturer.</p> <p><b>Status: Approved by Governor- Chapter 213</b></p>
<a href="#">HB 763</a>	<p><b>Health insurance; reimbursement rates.</b> Requires health insurance carriers to reimburse in-network providers for covered mental health services and outpatient treatment at rates negotiated between the health carrier and the in-network provider, provided that such rates are no less than 100 percent of the applicable reimbursement rate under Medicare for the same provider and service.</p> <p><b>Status: Continued to 2027 in House Labor and Commerce Committee</b></p>
<a href="#">HB 795</a>	<p><b>Health insurance; coverage for prescription and nonprescription opioid antagonists.</b> Requires each health insurer, corporation providing health care subscription plans, and health maintenance organization whose policy, contract, or plan includes coverage for prescription drugs to include coverage for at least one other opioid antagonist used for overdose reversal dispensed pursuant to an oral, written, or standing order of a prescriber and ensure that cost-sharing for at least one opioid antagonist used for overdose reversal is included on the lowest cost tier of the insurer's, corporation's, or health maintenance organization's prescription drug formulary. The bill provides that such coverage shall be exempt from any prior authorization or step therapy requirement on coverage of benefits. As introduced, this bill was a recommendation of the Joint Commission on Health Care. This bill is identical to <a href="#">SB 257</a>.</p> <p><b>Status: Approved by Governor- Chapter 423</b></p>
<a href="#">HB 813</a>	<p><b>Health insurance; application of cost-sharing prohibitions.</b> Provides that provisions of state law that prohibit a health insurance carrier from imposing a cost-sharing requirement on an enrollee for receiving a health care service (i) apply only when such enrollee receives such health care service from a participating provider under the health benefit plan and (ii) do not apply if the application of such prohibition would disqualify a high-deductible health benefit plan from eligibility for a health savings account under federal law.</p> <p><b>Status: Approved by Governor- Chapter 224</b></p>
<a href="#">HB 858</a>	<p><b>Legal holidays; Indigenous Peoples' Day.</b> Replaces Columbus Day, the second Monday in October, with Indigenous Peoples' Day as a state holiday.</p> <p><b>Status: Continued to 2027 in House Rules Committee</b></p>
<a href="#">HB 865</a>	<p><b>Workers' compensation; presumption of compensability for certain cancers.</b> Expands the workers' compensation presumption of compensability for certain cancers causing the death or disability of certain employees who have completed five years of service in their position to include lung cancer and non-Hodgkin's lymphoma for any individual diagnosed with such a condition on or after July 1, 2027.</p> <p><b>Status: Continued to 2027 in S-Finance and Appropriations Committee</b></p>
<a href="#">HB 925</a>	<p><b>Virginia Human Rights Act; unlawful discriminatory practices; civil actions; statute of limitations.</b> Provides that a complaint alleging discrimination in employment in violation of the Virginia Human Rights Act shall be filed no later than two years from the day upon which the alleged discriminatory practice occurred. Under current law, the filing requirement is no later than 300 days. The bill further provides that if 180 days have passed since a complaint was filed in a local human rights commission, an aggrieved person may commence a timely civil action in an appropriate general district or circuit court. Under current law, such allowance is limited to filings in the Office of Civil Rights of the Department of Law.</p> <p><b>Status: Approved by Governor- Chapter 119</b></p>

<a href="#">HB 1009</a>	<p><b>Administration of government; language access equity; report.</b> Administration of government; language access equity; report. Requires each public-facing state agency, defined in the bill, to designate a language access coordinator who will be responsible for the agency's annual language access report, the requirements of which are set out in the bill. The Secretary of Health and Human Resources is directed to establish criteria for state agencies to procure language interpretation and translation services and to establish a policy for compensating multilingual state employees who are required as part of their job to provide interpretation, translation, or other bilingual skills at least once a month.</p> <p><b>Status: Failed</b></p>
<a href="#">HB 1025</a>	<p><b>Access to investigational drugs, biological products, and devices; patient with severely debilitating condition.</b> Allows a patient who has a severely debilitating condition, defined in the bill as a disease or condition that causes major irreversible morbidity, to access investigational drugs, biological products, and devices when certain criteria are met. Under current law, only a patient who has a terminal condition may access such drugs, products, and devices.</p> <p><b>Status: Failed (2/18/26 Left in House Health and Human Services Committee)</b></p>
<a href="#">HB 1092</a>	<p><b>Protection of employees; standards for heat illness prevention; Safety and Health Codes Board.</b> Requires the Safety and Health Codes Board (the Board) to adopt regulations designed to protect workers from heat illness, as defined in the bill, during indoor and outdoor work. The bill provides that such regulations shall be enforced by the Board's existing authority. The bill directs the Board, in consultation with the Department of Labor and Industry, to develop and adopt regulations that require employers to implement heat illness prevention plans and to convene an advisory panel to assist in developing such regulations. This bill is identical to <a href="#">SB 288</a>.</p> <p><b>Status: Approved by Governor- Chapter 731</b></p>
<a href="#">HB 1114</a>	<p><b>Military leaves of absence for employees of the Commonwealth or political subdivision; law-enforcement officers.</b> Provides that any person who is employed by the Commonwealth or a political subdivision of the Commonwealth as a law-enforcement officer shall receive paid leaves of absence for up to 388 hours for which a leave of absence is required, during which such person is engaged in federally funded military duty, to include training duty, or is called forth by the Governor for military duty.</p> <p><b>Status: Continued to 2027 in S-Finance and Appropriations Committee</b></p>
<a href="#">HB 1172</a>	<p><b>Pharmacy freedom of choice; specialty pharmacy benefits.</b> Provides that in no event shall any person receiving a covered specialty pharmacy benefit from a nonpreferred or nonparticipating provider, regardless of whether it has submitted a reimbursement agreement, be responsible for amounts that may be charged by the nonpreferred or nonparticipating provider in excess of the copayment and the insurer's reimbursement applicable to all of its preferred or participating pharmacy providers.</p> <p><b>Status: Failed (2/18/26 Left in House Labor and Commerce)</b></p>
<a href="#">HB 1173</a>	<p><b>Virginia Human Rights Act; reasonable accommodation for known limitations related to menopause; report.</b> Prohibits discrimination under the Virginia Human Rights Act on the basis of menopause or perimenopause for purposes of nondiscrimination in government programs, public accommodation, employment hiring, and reasonable employer accommodation. The bill also directs the Commissioner of Labor and Industry, in consultation with the Commissioner of Health, to conduct a study on menopause and perimenopause in the workforce, menopause and perimenopause accommodations in employment environments, and the scope of existing menopause-related and perimenopause-related policies and to develop best practices related to menopause and perimenopause accommodations in employment environments. The bill directs the Commissioners to submit such report to the Governor and General Assembly by July 1, 2028, and to post such report on the Department of Labor and Industry's website. This bill is identical to <a href="#">SB 258</a>.</p> <p><b>Status: Governor vetoed</b></p>
<a href="#">HB 1182</a>	<p><b>Health insurance; coverage for contraceptive drugs and devices.</b> Requires health insurance carriers to provide coverage, under any health insurance contract, policy, or plan that includes coverage for prescription drugs on an outpatient basis, for contraceptive drugs and contraceptive devices approved by the U.S. Food and Drug Administration, including those available over-the-counter. The bill prohibits a health insurance carrier from imposing upon any person receiving prescription contraceptive benefits pursuant to the provisions of the bill any copayment, coinsurance payment, or fee, except in certain circumstances. Additionally, the bill requires any health benefit plan that provides coverage for hormonal contraceptives to provide point-of-sale coverage without cost-sharing at in-network pharmacies for hormonal contraceptives available over-the-counter. This bill is identical to <a href="#">SB 361</a>.</p> <p><b>Status: Approved by Governor- Chapter 1092</b></p>
<a href="#">HB 1206</a>	<p><b>Study; Department of Human Resource Management; required annual trainings; state employees; public elementary and secondary school teachers; report.</b> Directs the DHRM (the Department), in collaboration with the Department of Education and the Board of Education, to review the number of annual trainings required of employees of the Commonwealth and public elementary and secondary school teachers and determine if certain trainings could be reduced in frequency. The bill directs the Department to report its findings and recommendations to the General Assembly no later than January 1, 2027.</p> <p><b>Status: Failed (2/18/26 Left in House Rules Committee)</b></p>

<a href="#">HB 1207</a>	<p><b>Paid family and medical leave insurance program; notice requirements; civil action.</b> Requires the Virginia Employment Commission to establish and administer a paid family and medical leave insurance program with benefits beginning April 1, 2028. Under the program, benefits are paid to covered individuals, as defined in the bill, for family and medical leave. Funding for the program is provided through premiums assessed to employers and employees beginning April 1, 2028. The bill provides that the amount of a benefit is 80 percent of the employee's average weekly net earnings, not to exceed 100 percent of the statewide average weekly net earnings, which amount is required to be adjusted annually to reflect changes in the statewide average weekly wage. The bill caps the duration of paid leave at 12 weeks in any application year and provides self-employed individuals the option of participating in the program. This bill is identical to <a href="#">SB 2</a>.</p> <p><b>Status: Approved by Governor- Chapter 1093</b></p>
<a href="#">HB 1214</a>	<p><b>Health insurance; cost-sharing payments for insulin and diabetes equipment and supplies; limit.</b> Decreases the cap on the cost-sharing payment that a covered person is required to pay for a covered prescription insulin drug from \$50 to \$35 for a 30-day supply of the prescription insulin drug and provides such cap is an aggregate cap that applies in situations where the covered person is prescribed more than one insulin drug. The bill also establishes such an aggregate cap of \$35 for a 30-day supply of diabetes equipment and supplies.</p> <p><b>Status: Approved by Governor- Chapter 752</b></p>
<a href="#">HB 1263</a>	<p><b>Collective bargaining by public employees; individual home care providers; Virginia Home Care Authority established; Public Employee Relations Board established; exclusive bargaining representatives.</b> Repeals the existing prohibition on collective bargaining by public employees. The bill creates the Public Employee Relations Board, which shall determine appropriate bargaining units and provide for certification and decertification elections for exclusive bargaining representatives of state employees and local government employees. The bill requires public employers and employee organizations that are exclusive bargaining representatives to meet at reasonable times to negotiate in good faith with respect to wages, hours, and other terms and conditions of employment. The bill establishes the Virginia Home Care Council within the Department of Medical Assistance Services to promote the stability of the individual provider workforce in the Commonwealth and tasks the Council with serving as the public employer of individual providers, as defined in the bill, for purposes of collective bargaining pursuant to the bill's provisions. The bill repeals a provision that declares that in any procedure providing for the designation, selection, or authorization of a labor organization to represent employees the right of an individual employee to vote by secret ballot is a fundamental right that shall be guaranteed from infringement. The bill directs the Department of Labor and Industry to promulgate any regulations necessary to effectuate the bill's provisions by July 1, 2028, and provides that upon the establishment of the Public Employee Relations Board, such regulations shall be transferred to the Board. The bill provides that until such regulations are adopted, no petitions or elections shall take place pursuant to the bill's provisions except pursuant to an ordinance or resolution adopted under current law. This bill is identical to <a href="#">SB 378</a>.</p> <p><b>Status: Governor vetoed</b></p>
<a href="#">HB 1313</a>	<p><b>Workers' Compensation; exacerbation of certain disorders incurred by law-enforcement officers and firefighters.</b> Provides that for the purposes of Workers' Compensation for post-traumatic stress disorder, anxiety disorder, or depressive disorder incurred by a law-enforcement officer or firefighter, claims without any accompanying injury or for the exacerbation of any such preexisting disorder shall be compensable, provided that certain requirements are met. The bill removes the requirement that a specific qualifying event, and not another event or source of stress, is the primary cause of the post-traumatic stress disorder, anxiety disorder, or depressive disorder. The bill has a delayed effective date of January 1, 2027</p> <p><b>Status: Approved by Governor-Chapter 465</b></p>
<a href="#">HB 1338</a>	<p><b>Health insurance; coverage for the treatment of acquired brain injury required.</b> Requires health insurance carriers to provide coverage for the treatment of acquired brain injury that includes coverage for treatment using cognitive rehabilitation therapy, cognitive communication therapy, neurocognitive therapy, neuropsychological testing, neurofeedback therapy, functional rehabilitation therapy, community reintegration services, post-acute residential treatment services, inpatient services, outpatient and day treatment services, and home and community-based treatment.</p> <p><b>Status: Failed (2/18/26 Left in House Labor and Commerce)</b></p>
<a href="#">HB 1389</a>	<p><b>Health insurance; coverage for standard fertility preservation procedures.</b> Requires health insurance carriers to provide coverage for standard fertility preservation procedures. The bill provides that "standard fertility preservation procedures" means procedures to preserve fertility that are consistent with established medical practices and professional guidelines published by the American Society for Reproductive Medicine or the American Society of Clinical Oncology for a person who has cancer, sickle cell disease, or other medical condition or is expected to undergo medication therapy, surgery, radiation, chemotherapy, or other medical treatment that is recognized by medical professionals to cause a risk of impairment to fertility.</p> <p><b>Status: Failed (2/18/26 Left in House Labor and Commerce)</b></p>

<a href="#">HB 1400</a>	<p><b>Health insurance; coverage for maternal mental health screenings.</b> Requires health insurance carriers to provide coverage for maternal mental health screenings. The bill requires such coverage to include at least one maternal mental health screening to be conducted during pregnancy, at least one additional screening to be conducted during the first six weeks of the postpartum period, and additional medically necessary postpartum screenings. Additionally, the bill provides that coverage for a prescription drug for the treatment of a maternal mental health condition shall not be subject to prior authorization requirements unless there are clinically significant safety or efficacy concerns.</p> <p><b>Status: Approved by Governor- Chapter 840</b></p>
<a href="#">HB 1468</a>	<p><b>Health insurance; coverage for doula care services.</b> Requires health insurers, corporations providing health care subscription contracts, and health maintenance organizations whose policy, contract, or plan includes coverage for obstetrical services to provide coverage for doula care services provided by a state-certified doula. The bill requires such coverage to include coverage for at least eight visits during the antepartum or postpartum period and support during labor and delivery. The bill provides that health insurance carriers are (i) not required to pay for duplicate services actually rendered by both a state-certified doula and another health care provider and (ii) prohibited from requiring supervision, signature, or referral by any other health care provider as a condition of reimbursement for doula care services, except when those requirements are also applicable to other categories of health care providers.</p> <p><b>Status: Failed (2/18/26 Left in House Labor and Commerce)</b></p>
<a href="#">HB 1514</a>	<p><b>Employment decisions; automated decision systems; civil penalty.</b> Provides that the Director of the Department of Human Resource Management shall require any state agency that uses an automated decision system as a substantial factor in any employment decision, as those terms are defined in the bill, to (i) ensure that such system and the use of such system complies with federal and state law, (ii) make certain disclosures, (iii) provide an opt-out mechanism, (iv) annually test such system, (v) ensure data security, and (vi) train agency staff on such system. The bill requires the Department and local government employers to establish and publicize a process for applicants for employment and employees to file concerns and complaints regarding the use of automated decision systems in such employment decisions and a process for the investigation and resolution of any such concerns and complaints.</p> <p>The bill also provides that no final employment decision shall be made by an employer without the involvement of a human decision maker, and no employer shall solely use any recommendation or prediction from an automated decision system to make a final employment decision. The bill subjects violating employers to civil penalties.</p> <p><b>Status: Failed (2/18/26 Left in House Appropriations Committee)</b></p>
<a href="#">HB 1520</a>	<p><b>Military - spouse employment and economic opportunities.</b></p> <p><b>Status: Continued to 2027 in H-General Laws Committee</b></p>
<a href="#">SB 1</a>	<p><b>Minimum wage.</b> Increases the minimum wage incrementally to \$15.00 per hour by January 1, 2028. The bill codifies the adjusted state hourly minimum wage of \$12.77 per hour that is effective January 1, 2026, and increases the minimum wage to \$13.75 per hour effective January 1, 2027, and to \$15.00 per hour effective January 1, 2028. Effective January 1, 2029, and annually thereafter, the bill requires the minimum wage to be adjusted to reflect increases in the consumer price index. This bill is identical to <a href="#">HB 1</a>.</p> <p><b>Status: Approved by Governor- Chapter 351</b></p>
<a href="#">SB 2</a>	<p><b>Paid family and medical leave insurance program; notice requirements; civil action.</b> Requires the Virginia Employment Commission to establish and administer a paid family and medical leave insurance program with benefits beginning April 1, 2028. Under the program, benefits are paid to covered individuals, as defined in the bill, for family and medical leave. Funding for the program is provided through premiums assessed to employers and employees beginning April 1, 2028. The bill provides that the amount of a benefit is 80 percent of the employee's average weekly net earnings, not to exceed 100 percent of the statewide average weekly net earnings, which amount is required to be adjusted annually to reflect changes in the statewide average weekly wage. The bill caps the duration of paid leave at 12 weeks in any application year and provides self-employed individuals the option of participating in the program. This bill is identical to <a href="#">HB 1207</a>.</p> <p><b>Status: Approved by Governor- Chapter 981</b></p>
<a href="#">SB 65</a>	<p><b>Virginia Personnel Act; certain Department of Elections officers and employees not exempt.</b></p> <p>Excludes the Department of Elections from the provision of the Virginia Personnel Act that exempts employees of executive branch agencies who have accepted serving in the capacity of chief deputy, or equivalent, and of a confidential assistant for policy or administration.</p> <p><b>Status: Continued to 2027 in Senate Privileges and Elections Committee</b></p>
<a href="#">SB 100</a>	<p><b>Protection of employees; volunteer emergency responders; civil action.</b> Prohibits an employer from discharging, disciplining, threatening, discriminating against, or penalizing an employee or taking other retaliatory action regarding an employee's compensation, terms, conditions, location, or privileges of employment solely because the employee fails to report for work because such employee is serving as a voluntary emergency responder, as defined in the bill, and is actively responding to an emergency alarm or during a state of emergency, provided that certain requirements are met. The bill provides that no employer shall be required to pay an employee for work time missed while serving as a voluntary emergency responder but permits such employee to use vacation or sick leave instead of unpaid time off if such employee has accrued such leave. The bill permits a person who alleges a violation of its provisions to</p>

	bring a civil action seeking injunctive relief, reinstatement, and compensation for lost wages, benefits, and other remuneration. <b>Status: Approved by Governor-Chapter 330</b>
<a href="#">SB 161</a>	<b>Health insurance; limit on cost-sharing payments for prescription drugs under certain plans.</b> Requires each carrier that offers a health plan in either the individual or small group market to ensure that at least one health plan in each of the bronze, silver, gold, and platinum levels of coverage in each rating area in the individual and small group market conform with the following: (i) a plan that offers a platinum level of coverage shall limit a person's cost-sharing payment for prescription drugs covered under the plan to an amount that does not exceed \$150 per 30-day supply of the prescription drug; (ii) a plan that offers a gold level of coverage shall limit a person's cost-sharing payment for prescription drugs covered under the plan to an amount that does not exceed \$200 per 30-day supply of the prescription drug; (iii) a plan that offers a silver level of coverage shall limit a person's cost-sharing payment for prescription drugs covered under the plan to an amount that does not exceed \$250 per 30-day supply of the prescription drug; and (iv) a plan that offers a bronze level of coverage shall limit a person's cost-sharing payment for prescription drugs covered under the plan to an amount that does not exceed \$300 per 30-day supply of the prescription drug. The bill requires that any plans offered to meet its requirements are (a) clearly and appropriately named to aid the consumer or plan sponsor in the plan selection process and (b) marketed in the same manner as other plans offered by the carrier. The bill's provisions apply to any individual or group accident and sickness insurance policy, any individual or group accident and sickness subscription contract, and any health care plan for health care services delivered, issued for delivery, or renewed in the Commonwealth on or after January 1, 2028. This bill is identical to <a href="#">HB 625</a> . <b>Status: Approved by Governor- Chapter 642</b>
<a href="#">SB 170</a>	<b>Protection of employees; covenants not to compete; discharged employees.</b> Provides that no covenant not to compete, as such term is defined in existing law, between an employer and an employee is enforceable if such employer discharges such employee from employment without providing severance benefits or other monetary payment to such employee that is disclosed upon execution of the covenant not to compete, unless the employee is discharged for cause. This bill incorporates <a href="#">SB 569</a> . <b>Status: Approved by Governor- Chapter 883</b>
<a href="#">SB 172</a>	<b>Health insurance; carrier business practices; electronic attachments.</b> Provides that, in the following contexts, information may be submitted by a provider to a health insurance carrier through electronic attachment, as defined in the bill: (i) information related to services rendered as required by the carrier in its provider contract; (ii) information related to any defect or impropriety that prevents the carrier from deeming a health insurance claim a clean claim, as defined in existing law; and (iii) information required to establish medical necessity, benefit coverage, or prior authorization of services, or to conduct reconsideration activities. The bill has a delayed effective date of January 1, 2027. This bill is identical to <a href="#">HB 676</a> . <b>Status: Approved by Governor- Chapter 201</b>
<a href="#">SB 195</a>	<b>Virginia Gaming Commission established; penalties.</b> Establishes the Virginia Gaming Commission as an independent agency of the Commonwealth, exclusive of the legislative, executive, or judicial branches of government, to oversee and regulate all forms of legal gambling in the Commonwealth except for the state lottery. The bill sets eligibility requirements for the appointment of a Commissioner and Virginia Gaming Commission Board members, provides powers and duties of such Commissioner and Board members, and provides for the transfer of current employees of relevant state agencies to the Commission. The bill contains numerous technical amendments. <b>Status: Incorporated by S-Finance and Appropriations committee (SB 609-Lucas)</b>
<a href="#">SB 199</a>	<b>Employment; paid sick leave; civil penalties; civil actions.</b> Requires one hour of paid sick leave for every 30 hours worked for all employees of private employers and state and local governments, with certain exceptions. The bill requires that employees who are employed and compensated on a fee-for-service basis accrue paid sick leave in accordance with regulations adopted by the Commissioner of Labor and Industry. The bill provides that employees transferred to a separate division or location remain entitled to previously accrued paid sick leave and that employees retain their accrued paid sick leave under any successor employer. The bill allows employers to provide a more generous paid sick leave policy than prescribed by its provisions and specifies that employees, in addition to using paid sick leave for their physical or mental illness or to care for a family member, may use paid sick leave to seek or obtain certain services or to relocate or secure an existing home due to domestic abuse, sexual assault, or stalking. The bill requires the Commissioner to promulgate regulations for the implementation and enforcement of the bill's provisions by July 1, 2027.  The bill authorizes the Commissioner, in the case of a knowing violation, to subject an employer to a civil penalty not to exceed \$150 for the first violation, \$300 for the second violation, and \$500 for each successive violation. The Commissioner or Attorney General may commence administrative proceedings or bring a civil action to enforce the bill's provisions. Additionally, the bill authorizes an aggrieved employee to bring a civil action against the employer in which he may recover double the amount of any unpaid sick leave and the amount of any actual damages suffered as

	<p>the result of the employer's violation. Certain provisions of the bill have a delayed effective date of July 1, 2027. This bill incorporates <a href="#">SB 372</a> and is identical to <a href="#">HB 5</a>.</p> <p><b>Status: Approved by Governor- Chapter 1129</b></p>
<a href="#">SB 215</a>	<p><b>Prohibiting employer seeking wage or salary history of prospective employees; wage or salary range transparency; cause of action.</b> Prohibits a prospective employer from (i) seeking the wage or salary history of a prospective employee; (ii) relying on the wage or salary history of a prospective employee in considering the prospective employee for employment; (iii) relying on the wage or salary history of a prospective employee in determining the wages or salary the prospective employee is to be paid upon hire; (iv) refusing to interview, hire, employ, or promote or otherwise retaliating against a prospective or current employee for not providing wage or salary history or requesting a wage or salary range; (v) failing or refusing to disclose in each public and internal posting for each job, promotion, transfer, or other employment opportunity the wage, salary, or wage or salary range; and (vi) failing to set a wage or salary range in good faith. The bill establishes a cause of action for an aggrieved prospective employee or employee and provides that an employer that violates such prohibitions is liable to the aggrieved prospective employee or employee for statutory damages between \$1,000 and \$10,000 or actual damages, whichever is greater, reasonable attorney fees and costs, and any other legal and equitable relief as may be appropriate. This bill is identical to <a href="#">HB 636</a>.</p> <p><b>Status: Approved by Governor- Chapter 996</b></p>
<a href="#">SB 257</a>	<p><b>Health insurance; coverage for prescription and nonprescription opioid antagonists.</b> Requires each health insurer, corporation providing health care subscription plans, and health maintenance organization whose policy, contract, or plan includes coverage for prescription drugs to include coverage for at least one opioid antagonist used for overdose reversal dispensed pursuant to an oral, written, or standing order of a prescriber and ensure that cost-sharing for at least one opioid antagonist used for overdose reversal is included on the lowest cost tier of the insurer's, corporation's, or health maintenance organization's prescription drug formulary. The bill provides that such coverage shall be exempt from any prior authorization or step therapy requirement on coverage of benefits. As introduced, this bill was a recommendation of the Joint Commission on Health Care. This bill is identical to <a href="#">HB 795</a>.</p> <p><b>Status: Approved by Governor- Chapter 424</b></p>
<a href="#">SB 258</a>	<p><b>Virginia Human Rights Act; menopause or perimenopause; discrimination prohibited; report.</b> Prohibits discrimination under the Virginia Human Rights Act on the basis of menopause or perimenopause for purposes of nondiscrimination in government programs, public accommodation, employment hiring, and reasonable employer accommodation. The bill also directs the Commissioner of Labor and Industry, in consultation with the Commissioner of Health, to conduct a study on menopause and perimenopause in the workforce, menopause and perimenopause accommodations in employment environments, and the scope of existing menopause-related and perimenopause-related policies and to develop best practices related to menopause and perimenopause accommodations in employment environments. The bill directs the Commissioners to submit such report to the Governor and General Assembly by July 1, 2028, and to post such report on the Department of Labor and Industry's website. This bill is identical to <a href="#">HB 1173</a>.</p> <p><b>Status: Governor vetoed</b></p>
<a href="#">SB 286</a>	<p><b>Department of Human Resource Management; State Government Internship Coordinator.</b> Requires the Department of Human Resource Management to establish and employ a State Government Internship Coordinator to attract high quality interns to the service of the Commonwealth with the goal of developing such interns in a manner that supports their ability to compete for positions in agencies of the Commonwealth upon conclusion of their internships and completion of their educational programs. The bill also requires the Department to establish and administer a system to provide professional development opportunities for state agency interns, intern supervisors, and human resources staff. This bill is identical to <a href="#">HB 54</a>.</p> <p><b>Status: Approved by Governor- Chapter 787</b></p>
<a href="#">SB 361</a>	<p><b>Health insurance; coverage for contraceptive drugs and devices.</b> Requires health insurance carriers to provide coverage, under any health insurance contract, policy, or plan that includes coverage for prescription drugs on an outpatient basis, for contraceptive drugs and contraceptive devices approved by the U.S. Food and Drug Administration, including those available over-the-counter. The bill prohibits a health insurance carrier from imposing upon any person receiving prescription contraceptive benefits pursuant to the provisions of the bill any copayment, coinsurance payment, or fee, except in certain circumstances. Additionally, the bill requires any health benefit plan that provides coverage for hormonal contraceptives to provide point-of-sale coverage without cost-sharing at in-network pharmacies for hormonal contraceptives available over-the-counter. This bill is identical to <a href="#">HB 1182</a>.</p> <p><b>Status: Approved by Governor- Chapter 1007</b></p>

<a href="#">SB 362</a>	<p><b>Donor human milk banks; health insurance; coverage for donor human milk; penalties.</b> Prohibits any person from establishing or operating a donor human milk bank, as defined in the bill, without first obtaining a license from the State Health Commissioner and makes it a Class 6 felony for any person to establish or operate a donor human milk bank in the Commonwealth without obtaining such license. The bill also establishes requirements, policies, and procedures for the operation and administration of licensed human donor milk banks, including procedures relating to disciplinary actions, application fees, and inspections and interviews related to such donor human milk banks. The bill directs (i) the State Board of Health to establish a regulatory and statutory scheme for the licensure and regulation of donor human milk banks operating or doing business in the Commonwealth and (ii) the Commissioner to implement and enforce numerous regulations relating to the issuance, renewal, denial, suspension, and revocation of such licenses. The bill requires (a) health insurers, corporations providing health care coverage subscription contracts, and health maintenance organizations to provide coverage for expenses and (b) the state plan for medical assistance services to include a provision for payment of medical assistance services incurred in the provision of pasteurized donor human milk for any infant that is younger than the age of six months and who satisfies certain criteria enumerated in the bill. The bill has a delayed effective date of July 1, 2027, or whenever the State Board of Health has promulgated regulations for the licensure of donor human milk banks, whichever is later.</p> <p><b>Status: Failed</b></p>
<a href="#">SB 372</a>	<p><b>Employment; paid sick leave; civil penalties.</b> Expands provisions of the Code that currently require one hour of paid sick leave for every 30 hours worked for home health workers to cover all employees of private employers and state and local governments. The bill requires that employees who are employed and compensated on a fee-for-service basis accrue paid sick leave in accordance with regulations adopted by the Commissioner of Labor and Industry. The bill provides that employees transferred to a separate division or location remain entitled to previously accrued paid sick leave and that employees retain their accrued sick leave under any successor employer. The bill allows employers to provide a more generous paid sick leave policy than prescribed by its provisions and specifies that employees, in addition to using paid sick leave for their physical or mental illness or to care for a family member, may use paid sick leave to seek or obtain certain services or to relocate or secure an existing home due to domestic abuse, sexual assault, or stalking.</p> <p>The bill provides that certain health care workers who work no more than 30 hours per month may waive the right to accrue and use paid sick leave. The bill also provides that employers are not required to provide paid sick leave to certain health care workers who are employed on a pro re nata, or as-needed, basis, regardless of the number of hours worked. The bill requires the Commissioner to promulgate regulations regarding employee notification and employer recordkeeping requirements.</p> <p>The bill authorizes the Commissioner, in the case of a knowing violation, to subject an employer to a civil penalty not to exceed \$150 for the first violation, \$300 for the second violation, and \$500 for each successive violation. The Commissioner may institute proceedings on behalf of an employee to enforce compliance with the provisions of this bill. Additionally, the bill authorizes an aggrieved employee to bring a civil action against the employer in which he may recover double the amount of any unpaid sick leave and the amount of any actual damages suffered as the result of the employer's violation. The bill has a delayed effective date of July 1, 2027.</p> <p><b>Status: Incorporated by Senate Commerce and Labor Committee (SB 199-Favola)</b></p>
<a href="#">SB 378</a>	<p><b>Collective bargaining by public employees; individual home care providers; Virginia Home Care Authority established; Public Employee Relations Board established; exclusive bargaining representatives.</b> Repeals the existing prohibition on collective bargaining by public employees. The bill creates the Public Employee Relations Board, which shall determine appropriate bargaining units and provide for certification and decertification elections for exclusive bargaining representatives of state employees and local government employees. The bill requires public employers and employee organizations that are exclusive bargaining representatives to meet at reasonable times to negotiate in good faith with respect to wages, hours, and other terms and conditions of employment. The bill establishes the Virginia Home Care Council within the Department of Medical Assistance Services to promote the stability of the individual provider workforce in the Commonwealth and tasks the Council with serving as the public employer of individual providers, as defined in the bill, for purposes of collective bargaining pursuant to the bill's provisions. The bill repeals a provision that declares that in any procedure providing for the designation, selection, or authorization of a labor organization to represent employees the right of an individual employee to vote by secret ballot is a fundamental right that shall be guaranteed from infringement. The bill directs the Department of Labor and Industry to promulgate any regulations necessary to effectuate the bill's provisions by July 1, 2028, and provides that upon the establishment of the Public Employee Relations Board, such regulations shall be transferred to the Board. The bill provides that until such regulations are adopted, no petitions or elections shall take place pursuant to the bill's provisions except pursuant to an ordinance or resolution adopted under current law. This bill is identical to <a href="#">HB 1263</a>.</p> <p><b>Status: Governor vetoed</b></p>

<a href="#">SB 410</a>	<p><b>Pharmacy benefits managers; various requirements; report.</b> Prohibits a pharmacy benefits manager from (i) reimbursing a pharmacy in an amount less than the national average drug acquisition cost for the prescription drug or pharmacy service at the time the drug is administered or dispensed, plus a professional dispensing fee; (ii) basing pharmacy reimbursement for prescription drugs on patient outcomes, scores, or metrics; (iii) imposing a point-of-sale or retroactive fee on a pharmacy, pharmacist, or covered individual; (iv) receiving deductibles or copayments; (v) redirecting any prescription drug claims submitted by a pharmacy to any third-party discount card program, cash discount program, or any other non-insurance adjudication platform; (vi) using policy agreements incorporation into a pharmacy agreement, to materially change, alter, or modify the pharmacy agreement, reimbursement rates, payment terms, or other financial obligations; (vii) prohibiting a pharmacy from providing an individual certain information; (viii) charging a pharmacy a fee related to participation in a pharmacy network; (ix) requiring multiple specialty pharmacy accreditations as a prerequisite for participation in a pharmacy network that dispenses specialty drugs; or (x) deriving any revenue from a pharmacist, pharmacy, or covered individual in connection with performing pharmacy benefits management services. The bill requires a pharmacy benefits manager to calculate a covered individual's out-of-pocket cost for a covered prescription drug based on the net price of the prescription drug after taking into account all retained rebates associated with the prescription drug. The bill adds certain information to be included in a report that pharmacy benefit managers are currently required to submit and requires such report to be filed quarterly rather than annually. The bill also requires the Commissioner of Insurance to annually prepare and submit a report to the Governor and the General Assembly based on the information submitted by pharmacy benefits managers. Additionally, the bill prohibits a carrier or its pharmacy benefits manager from imposing any payment or condition relating to the purchase of pharmaceutical benefits from any pharmacy that is more costly or more restrictive than that which would be imposed upon such person if the same pharmaceutical services were purchased from a mail order pharmacy provider.</p> <p><b>Status: Incorporated by Senate Commerce and Labor Committee (SB 669-Rouse)</b></p>
<a href="#">SB 413</a>	<p><b>Health insurance; ensuring fairness in cost-sharing; pharmacy benefits managers; compensation and duties: civil penalty.</b> Amends provisions related to rebates provided by carriers and health benefit plans to health plan enrollees by defining "defined cost-sharing," "pharmacy benefits management services," and "price protection rebates." The bill requires that an enrollee's defined cost-sharing for each prescription drug be calculated at the point of sale based on a price that is reduced by an amount equal to at least 80 percent of all rebates received or expected to be received in connection with the dispensing or administration of the prescription drug.</p> <p>The bill prohibits a pharmacy benefits manager from deriving income from pharmacy benefits management services provided to a carrier or health benefit plan except for income derived from a pharmacy benefits management fee. The bill requires the amount of any pharmacy benefits management fees to be set forth in the agreement between the pharmacy benefits manager and the carrier or health benefit plan and that such fee not be based on the acquisition cost or any other price metric of a drug; the amount of savings, rebates, or other fees charged, realized, or collected by or generated based on the activity of the pharmacy benefits manager; or the amount of premiums, deductibles, or other cost-sharing or fees charged, realized, or collected by the pharmacy benefits manager from enrollees or other persons on behalf of an enrollee. The bill requires a pharmacy benefits manager to annually certify to the State Corporation Commission that it has met certain requirements. The Commission is directed to impose a civil penalty not to exceed \$1,000 per claim for a violation of these provisions.</p> <p>The bill establishes a pharmacy benefits manager duty, which includes the duties of care, good faith, and fair dealing, owed to any enrollee, provider, or health benefit plan that receives pharmacy benefits management services from the pharmacy benefits manager or that furnishes, covers, receives, or is administered a unit of a prescription drug for which the pharmacy benefits manager has provided pharmacy benefits management services. The bill requires the Commission to define by regulation the scope of such duty and provides for a private cause of action for any person aggrieved by the breach of such duty.</p> <p><b>Status: Incorporated by Senate Commerce and Labor Committee (SB 669-Rouse)</b></p>
<a href="#">SB 460</a>	<p><b>State employee health insurance plan; coverage for prosthetic devices.</b> Provides that the plan established by the Department of Human Resource Management for the provision of health insurance coverage for state employees shall include coverage for medically necessary prosthetic devices and their repair, fitting, replacement, and components.</p> <p><b>Status: Failed (2/3/26 Passed by indefinitely in Senate Finance and Appropriations Committee)</b></p>
<a href="#">SB 520</a>	<p><b>Uninsured Employer's Fund; administrative expenses.</b> Provides that the costs of administering the Uninsured Employer's Fund, which is administered by the Virginia Workers' Compensation Commission, are paid out of such fund. This bill is identical to <a href="#">HB 572</a>.</p> <p><b>Status: Approved by Governor- Chapter 175</b></p>

<a href="#">SB 542</a>	<p><b>Cannabis control; retail market; penalties.</b> Establishes a framework for the creation of a retail marijuana market in the Commonwealth, to be administered by the Virginia Cannabis Control Authority. The bill provides that no retail sales may occur prior to January 1, 2027. Effective January 1, 2027, the bill also moves oversight of the retail sale of certain regulated hemp products from the Virginia Department of Agriculture and Consumer Services to the Virginia Cannabis Control Authority. This bill incorporates <a href="#">SB 671</a> and <a href="#">SB 826</a> and is identical to <a href="#">HB 642</a>.</p> <p><b>Status: Governor vetoed</b></p>
<a href="#">SB 558</a>	<p><b>Virginia Gaming Commission established.</b> Establishes the Virginia Gaming Commission as an independent agency of the Commonwealth, exclusive of the legislative, executive, or judicial branches of government, to oversee and regulate all forms of legal gambling in the Commonwealth except for the state lottery. The bill sets eligibility requirements for the appointment of a Commissioner and Virginia Gaming Commission Board members, provides powers and duties of such Commissioner and Board members, and provides for the transfer of current employees of relevant state agencies to the Commission. The bill contains numerous technical amendments.</p> <p><b>Status: Incorporated by S-General Laws and Technology Committee (SB195-Aird)</b></p>
<a href="#">SB 586</a>	<p><b>Health carriers; use of artificial intelligence; disclosures.</b> Requires health carriers to disclose to the State Corporation Commission's Bureau of Insurance how artificial intelligence is used to manage claims coverage and to submit all information enabling decisions made by artificial intelligence to the Bureau upon request. The bill also requires health carriers to provide notice to enrollees and health care providers when artificial intelligence has been used to issue an adverse determination and to provide a clear and timely process for appeal of such determination.</p> <p><b>Status: Continued to 2027 in H-Communications, Technology and Innovation Committee</b></p>
<a href="#">SB 593</a>	<p><b>Health insurance; balance billing protection; emergency medical services vehicle transportation.</b> Prohibits an out-of-network health insurance provider from balance billing any enrollee for transportation provided by an emergency medical services vehicle, defined in the bill as any vehicle, vessel, or aircraft that holds a valid permit issued by the Office of Emergency Medical Services and that is equipped, maintained, or operated to provide emergency medical care or transportation of patients who are sick, injured, wounded, or otherwise incapacitated or helpless.</p> <p><b>Status: Failed. Left in Labor and Commerce</b></p>
<a href="#">SB 609</a>	<p><b>Virginia Lottery and Gaming Authority established.</b> Establishes the Virginia Lottery and Gaming Authority to oversee and regulate all forms of legal gambling in the Commonwealth.</p> <p><b>Status: Failed to Pass from conference</b></p>
<a href="#">SB 626</a>	<p><b>Health insurance; reporting requirements.</b> Amends various reporting requirements related to health insurance, including by requiring the State Corporation Commission to maintain and publicly post an inventory of mandated benefits and providers, requiring health carriers to report annually on provider terminations and reinstatements, and consolidating reports related to balance billing and arbitration. The bill repeals reporting requirements related to the Comparable Health Care Service Incentive Program and Virginia Health Savings Account Plan. This bill is identical to <a href="#">HB 618</a>.</p> <p><b>Status: Approved by Governor-Chapter 188</b></p>
<a href="#">SB 637</a>	<p><b>Virginia Human Rights Act; procedures for a charge of unlawful discrimination.</b> Provides that, for the purposes of nondiscrimination in places of public accommodation, "place of public accommodation" includes educational institutions. The bill reduces from 15 to five the number of employees in the definition of "employer" for purposes of nondiscrimination in employment. The bill also amends from 300 days to two years the timeframe for filing a complaint alleging unlawful discrimination with the Office of the Attorney General.</p> <p><b>Status: Approved by Governor- Chapter 950</b></p>
<a href="#">SB 642</a>	<p><b>Health insurance; treatment of cancer and certain diseases; coverage of certain medications.</b> Requires an insurer, corporation providing preferred provider subscription contracts, or health maintenance organization that provides coverage for drugs approved by the Food and Drug Administration and prescribed for the treatment of cancer or diseases of the blood to allow, at the patient's direction, (i) provider-administered drugs for such treatment to be dispensed by an in-network treating provider consistent with a provider agreement; (ii) provider-administered drugs for such treatment to be dispensed by an in-network treating provider when there is a documented delay of at least three days in the delivery of a medication from the designated specialty pharmacy; and (iii) self-administered drugs for such treatment to be sent to the pharmacy of the patient's choosing.</p> <p><b>Status: Continued to 2027 In H-Appropriations Committee</b></p>
<a href="#">SB 669</a>	<p><b>Pharmacy benefits managers; requirements; scope; report.</b> Requires all health insurance carriers to use the pass-through pricing model and may limit a pharmacy benefits manager from deriving income from pharmacy benefits management services provided to a carrier except for income derived from a pharmacy benefits management fee. The bill prohibits a pharmacy benefits manager from (i) reversing and or resubmitting the claim of a pharmacist or</p>

	<p>pharmacy without meeting certain requirements, (ii) reducing any payment to a pharmacist or pharmacy to an effective rate of reimbursement, or (iii) retroactively denying or reducing a claim or aggregate of claims except under certain circumstances. The bill requires the State Corporation Commission (the Commission) to examine the practice of carriers or pharmacy benefits managers requiring or inducing covered individuals to utilize pharmacy services at an affiliated pharmacy. The Commission is required to report its findings and recommendations to the General Assembly by December 1, 2027. Certain provisions of the bill have a delayed effective date of July 1, 2027. This bill incorporates <a href="#">SB 410</a> and <a href="#">SB 413</a> and is identical to <a href="#">HB 830</a>.</p> <p><b>Status: Approved by Governor- Chapter 36</b></p>
<a href="#">SB 671</a>	<p><b>Cannabis control; retail market; penalties.</b> Establishes a framework for the creation of a retail marijuana market in the Commonwealth, to be administered by the Virginia Cannabis Control Authority. The bill allows the Authority to begin issuing all marijuana licenses on September 1, 2026, but provides that no retail sales may occur prior to May 1, 2027. This bill was incorporated into <a href="#">SB 542</a>.</p> <p><b>Status: Incorporated by S-Rehabilitation and Social Services Committee (SB 542-Aird)</b></p>
<a href="#">SB 741</a>	<p><b>Line of Duty Act; transitional coverage.</b> Requires the Department of Human Resource Management to acquire and provide temporary transitional health insurance coverage to disabled persons, eligible spouses, and eligible dependents during the period of transition into the LODA (Line of Duty Act) Health Benefits Plans. Current law authorizes but does not require the Department to acquire and provide such temporary transitional health insurance coverage to disabled persons, eligible spouses, and eligible dependents during such period.</p> <p><b>Status: Continued to 2027 in Senate Finance and Appropriations Committee</b></p>
<a href="#">SB 750</a>	<p><b>Workforce Transition Act of 1995; eligibility for transitional severance benefit; officers and employees of the Fort Monroe Authority.</b> Provides that employees of the Fort Monroe Authority are eligible for transitional severance benefits conferred by the Workforce Transition Act of 1995 if (i) reemployment with the Commonwealth is not possible because there is no available position for which the employee is qualified or the position offered to the employee requires relocation or a reduction in salary and (ii) involuntary separation was due to causes other than job performance or misconduct.</p> <p><b>Status: Continued to 2027 in Senate Finance and Appropriations Committee</b></p>
<a href="#">SB 771</a>	<p><b>Workers' compensation; burial expenses; annual adjustment.</b> Increases from \$10,000 to \$15,000 the amount required to be paid by an employer under workers' compensation provisions for burial expenses. The bill directs the Commissioner of the Virginia Workers' Compensation Commission to adjust the amount of burial expenses and reasonable transportation expenses required to be paid by an employer by a percentage equivalent to the percentage increase of the United States Average Consumer Price Index published by the U.S. Department of Labor beginning January 1, 2028, and annually thereafter.</p> <p><b>Status: Approved by Governor- Chapter 832</b></p>
<a href="#">SB 790</a>	<p><b>Health insurance; mandated benefits; treatment of menopause and perimenopause.</b> Requires each insurer proposing to issue individual or group accident and sickness insurance policies providing hospital, medical and surgical, or major medical coverage on an expense-incurred basis; each corporation providing individual or group accident and sickness subscription contracts; and each health maintenance organization providing a health care plan for health care services to provide coverage for medically necessary treatment and care for menopause and perimenopause, as described in the bill.</p> <p><b>Status: Approved by Governor- Chapter 955</b></p>
<a href="#">HR 9</a>	<p><b>Study; JLARC; adequacy, equity, and workforce impacts of the Virginia Retirement System's retirement plans; report.</b> Directs the Joint Legislative Audit and Review Commission to perform a two-year comprehensive evaluation of the Virginia Retirement System's retirement plans, including Plan 1, Plan 2, and the Hybrid Retirement Plan, with particular attention to benefit adequacy, employee affordability, and impacts on workforce recruitment and retention.</p> <p><b>Status: Failed. Left in Rules</b></p>
<a href="#">HJ 32</a>	<p><b>Study; Joint Legislative Audit and Review Commission; artificial intelligence use policies in place at institutions of higher education in the Commonwealth; report.</b> Directs the Joint Legislative Audit and Review Commission (JLARC) to study the artificial intelligence use policies in place at institutions of higher education in the Commonwealth and evaluate each policy in terms of how it addresses academic integrity, data privacy, equity and access, transparency, and faculty autonomy and instructional agency. JLARC is further directed to develop a model policy for AI use in institutions of higher education, as well as to make recommendations for AI tools, curricula, and other resources for inclusion in a statewide clearinghouse for educators, students, and the public at large.</p> <p><b>Status: Passed</b></p>