

URGE ADOPTION OF GOVERNOR'S AMENDMENTS TO PAID FAMILY AND MEDICAL LEAVE PROGRAM (PFML)

LEGISLATION OVERVIEW:

Governor Abigail Spanberger has acknowledged the business community's concerns by amending HB 1207 to temper the impact of the new Paid Family and Medical Leave program. Her willingness to adjust the legislation in response to input from the business community is an important step toward building a stronger government-business relationship.

WHY THIS MATTERS TO NOVA'S BUSINESS COMMUNITY

This program was approved without meaningful business input and would impose significant new payroll taxes and administrative costs on employers and employees at a time when Virginia is already facing major economic headwinds.

**TAKE
ACTION
NOW!**



**Contact
Your State
Legislator**

Dear [Legislator],

As a member of the Northern Virginia Chamber (NVC) and a business leader in your district, I am writing to respectfully urge your support for Governor Spanberger's amendments to HB 1207 / SB 2.

We appreciate the Governor's stated commitment to ensuring that this new law works for the employers who drive our economy. Her amendments recognize that a one-size-fits-all approach can be difficult to implement and that a flexible approach is more likely to be successful for Virginia's diverse industries.

As the Governor noted, Virginia's economic success comes from supporting both workers and businesses. By adopting these amendments, the General Assembly can ensure we implement this law correctly from the beginning, with essential feedback and participation from the business community, while helping to maintain a more stable, predictable regulatory environment.

Thank you for your leadership and for considering the perspective of the business community.

WHAT HAPPENS NEXT?

The amended bill now returns to the General Assembly, where legislators can accept or reject the Governor's amendments. Rejecting all the amendments would require a 2/3 majority vote. The Reconvened Session will be held on Wednesday, April 22.