

# URGE GOVERNOR SPANBERGER TO VETO PAID FAMILY AND MEDICAL LEAVE

## LEGISLATION OVERVIEW:

This legislation establishes a paid family and medical leave insurance program with benefits beginning January 1, 2029. Under the program, benefits are paid to covered individuals for family and medical leave. All employers and employees would start paying into the fund by July 1, 2028.

## 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!**



**Email  
Governor  
Spanberger**

*Dear Governor Spanberger,*

*As a member of the Northern Virginia Chamber (NVC), I am writing to respectfully urge you to veto SB 2 and HB 1207, which establish a new Paid Family and Medical Leave (PFML) program.*

*While I support helping working families, this program was approved without sufficient business input and will create significant new payroll taxes and administrative costs for both employers and employees at a very challenging economic moment for Virginia.*

*If you do not veto these bills, I ask that you at least amend them to:*

- 1. Cap payroll deductions,*
- 2. Raise the employer coverage threshold from 10 to 100 employees, and*
- 3. Require state PFML to run concurrently with federal FMLA rather than allowing leave to be stacked.*

*Thank you for considering the concerns of Virginia's business community.*

## WHERE THE BILL GOES FROM HERE

Governor Spanberger has until 11:59 pm on Monday, April 13, 2026, to sign, amend, or veto this legislation.