

VA LABOR LAW UPDATES: 7.1.2026



PAY TRANSPARENCY & PAY HISTORY

Employers are prohibited from requesting salary history and employers are required to provide good-faith pay ranges in job postings and during the hiring process. Employers may not retaliate against applicants who decline to disclose compensation history.

Recommended Actions:

- Remove salary history questions from applications and hiring processes.
- Add good-faith pay ranges to all job postings.
- Train hiring managers

Inspiring HR will host our next Client-Only webinar, focusing on job postings, job descriptions, and pay transparency requirements. [Register here to join.](#)

RETIREMENT SAVINGS

Virginia's retirement savings mandate expands from companies with 25 or more employees to companies with 5 or more employees that do not offer a qualified retirement plan. Affected employers must either provide a qualified retirement plan or participate in RetirePath.

NON-COMPETES & NON-SOLICITS

Virginia enacted additional restrictions on non-compete agreements, including new requirements tied to severance or compensation if an employee is terminated without cause.

Additionally, employers cannot prohibit former employees from accepting unsolicited business from clients. We recommend working with your employment attorney on compliant agreements.

EFFECTIVE 2027 & BEYOND

PAID SICK LEAVE

1 hour of paid sick leave for every 30 hours worked, up to 40 hours annually. PTO may satisfy requirements.

There will be a phased implementation schedule:

- **7.1.2027:** Employers with 50+ employees
- **1.1.2028:** Employers with 25+ employees
- **1.1.2029:** All employers

PAID FAMILY & MEDICAL LEAVE

Virginia continues to advance a statewide Paid Family and Medical Leave framework. While implementation details remain under development, future requirements could include payroll contributions and expanded leave benefits.

VOLUNTEER EMERGENCY RESPONDERS LEAVE

Employers are prohibited from terminating, disciplining, or retaliating against employees for missing work because they are serving as a volunteer emergency responder and actively responding to an emergency.

MINIMUM WAGE WILL INCREASE

1.1.2027: \$13.75/HOUR
1.1.2028: \$15/HOUR

MORE INFORMATION IS COMING! STAY TUNED