

INSPIRING HR VA Labor Law Checklist

The 2026 General Assembly passed several significant pieces of workplace legislation that affect hiring, compensation, benefits, leave, and restrictive covenants. Some of these laws took effect on July 1, 2026, while others will roll out over the next several years. The good news? Companies still have time to prepare. Here's a practical checklist to get started:

-  Review hiring documents and remove salary history questions.
-  Add good-faith pay ranges to job postings.
-  Determine whether the RetirePath expansion applies to your business.
-  Review restrictive covenant agreements with legal counsel.
-  Update handbook policies for volunteer emergency responder leave.
-  Begin evaluating PTO policies ahead of paid sick leave implementation.



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