
New DOLI Emergency Regulation & Its Impact on Virginia Business

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Labor issues in the 2020 Virginia General Assembly

How the COVID-19 pandemic accelerated regulatory action

Messaging from the Governor's office

What challenges lie ahead?

With Democrats winning control of the House and Senate in 2019, numerous bills were filed to protect workers.

Many of these policy proposals passed, but there was some work left undone.

Proponents of these bills lauded Virginia's business ranking, but decried the treatment of workers.

The Onset of Regulation

Advocacy groups representing poultry and meatpacking workers petitioned the Governor for greater workplace protections.

These groups provided recommended regulations that could be applicable to other industries.

Draft regulations were published, with only several days for employers to provide written remarks.

Action is needed by Virginia, due to a lack of enforceable standards at the federal level.

Thousands of complaints had been received by workers concerned for their safety.

Virginia will lead the way and provide a template for other states to follow.

Little opportunity for input – while the Governor’s office submitted amendments to the ETS at each meeting.

Lack of recognition of the good work employers are doing to protect workers.

Assumption that if an employee gets COVID-19, the workplace is responsible.

Your CDC compliance efforts may not be enough

Little recourse for employers with regards to employee use of print, online, or social media

Concerns with conflicts with Executive Orders and the ETS

Expect more legislative action