

HOUSE BILL NO. 2195

AMENDMENT IN THE NATURE OF A SUBSTITUTE

(Proposed by the House Committee on Appropriations

on February 1, 2023)

(Patron Prior to Substitute--Delegate Byron)

A BILL to amend and reenact §§ 2.2-214.2, 2.2-214.3, 2.2-435.10, 2.2-2237.3, 2.2-2238, 2.2-2472, 2.2-3711, 2.2-3905, 40.1-100, 54.1-1101, 60.2-105, 60.2-111, and 60.2-631 of the Code of Virginia; to amend the Code of Virginia by adding in Title 2.2 a chapter numbered 20.2, containing articles numbered 1 through 4, consisting of sections numbered 2.2-2035 through 2.2-2058; and to repeal § 2.2-435.8, Chapter 6 (§§ 40.1-117 through 40.1-127) of Title 40.1, §§ 23.1-903.4, 60.2-110, 60.2-113, 60.2-113.1, 60.2-309, and 60.2-310, and Chapter 4 (§§ 60.2-400, 60.2-400.1, and 60.2-401) of Title 60.2 of the Code of Virginia, relating to consolidation of the Commonwealth's workforce development policies and programs; Department of Workforce Development and Advancement created; report.

Be it enacted by the General Assembly of Virginia:

1. That §§ 2.2-214.2, 2.2-214.3, 2.2-435.10, 2.2-2237.3, 2.2-2238, 2.2-2472, 2.2-3711, 2.2-3905, 40.1-100, 54.1-1101, 60.2-105, 60.2-111, and 60.2-631 of the Code of Virginia are amended and reenacted and that the Code of Virginia is amended by adding in Title 2.2 a chapter numbered 20.2, containing articles numbered 1 through 4, consisting of sections numbered 2.2-2035 through 2.2-2058 as follows:

§ 2.2-214.2. Position established; agencies for which responsible.

The position of Secretary of Labor (the Secretary) is created. The Secretary shall be responsible to the Governor for the following agencies: the Department of Labor and Industry, the Department of Professional and Occupational Regulation, the Department of Workforce Development and Advancement, and the Virginia Employment Commission. The Governor, by executive order, may assign any state executive agency to the Secretary.

§ 2.2-214.3. Responsibilities of the Secretary.

A. The Secretary shall assist the Governor in his capacity as the Chief Workforce Development Officer for the Commonwealth pursuant to § 2.2-435.6. The Secretary shall be responsible for the duties assigned to him pursuant to this article, Chapter 4.2 (§ 2.2-435.6 et seq.), Article 24 (§ 2.2-2470 et seq.) of Chapter 24, and other tasks as may be assigned to him by the Governor.

B. The Chief Workforce Development Officer's responsibilities as carried out by the Secretary of Labor shall include:

1. Developing a strategic plan for the statewide delivery of workforce development and training programs and activities. The strategic plan shall be developed in coordination with the development of the comprehensive economic development policy required by § 2.2-205. The strategic plan shall include mandatory performance measures for all workforce development programs across state government that link the objectives of such programs and activities to the record of state agencies, local workforce development boards, and other relevant entities in attaining such objectives. The Secretary shall have the authority to require compliance with such mandatory performance measures by all workforce development program administrators and providers across state government;

2. Determining the appropriate allocation, to the extent permissible under applicable federal law, of funds and other resources that have been appropriated or are otherwise available for disbursement by the Commonwealth for workforce development programs and activities;

3. Ensuring that the Commonwealth's workforce development efforts are implemented in a coordinated and efficient manner by, among other activities, taking appropriate executive action to this end and recommending to the General Assembly necessary legislative actions to streamline and eliminate duplication in such efforts;

~~4. Facilitating~~ Providing oversight and directing efficient implementation of workforce development and training programs by Cabinet Secretaries and agencies responsible for such programs;

5. Developing, ~~in coordination~~ in consultation with the Virginia Board of Workforce Development, (i) certification standards and metrics for programs and providers and (ii) uniform policies and procedures, including standardized forms and applications, for one-stop centers;

54 6. Monitoring, in coordination with the Virginia Board of Workforce Development, the
55 effectiveness of each one-stop center and recommending actions needed to improve its effectiveness;

56 7. Establishing measures to evaluate the effectiveness of the local workforce development boards
57 and conducting annual evaluations of the effectiveness of each local workforce development board. As
58 part of the evaluation process, the Governor shall recommend to such boards specific best management
59 practices;

60 8. Conducting annual evaluations of the performance of workforce development and training
61 programs and activities across state government and their administrators and service providers using the
62 performance measures developed through the strategic planning process described in subdivision 1. The
63 evaluations shall include, to the extent feasible, (i) a comparison of the per-person costs for each program
64 or activity; (ii) a comparative rating of each program or activity based on its success in meeting program
65 objectives; consisting of individuals placed in jobs, jobs retained, and wages or earnings paid, as
66 determined by the Secretary; and (iii) an explanation of the extent to which each agency's appropriation
67 requests incorporate the data reflected in the cost comparison described in clause (i) and the comparative
68 rating described in clause (ii). These evaluations, including the comparative rankings, shall be considered
69 in allocating resources for workforce development and training programs. These evaluations shall be
70 submitted to the Chairmen of the House Committee on Labor and Commerce and the Senate Committee
71 on Commerce and Labor and included in the biennial reports pursuant to subdivision 10;

72 9. Monitoring federal legislation and policy in order to maximize the Commonwealth's effective
73 use of access to federal funding available for workforce development programs; and

74 10. Submitting biennial reports, which shall be included in the Governor's executive budget
75 submissions to the General Assembly, on improvements in the coordination of workforce development
76 efforts statewide. The reports shall identify (i) program success rates in relation to performance measures
77 established by the Secretary in consultation with the Virginia Board of Workforce Development, (ii)
78 obstacles to program and resource coordination, and (iii) strategies for facilitating statewide program and
79 resource coordination.

80 **§ 2.2-435.10. Administration of the Workforce Innovation and Opportunity Act; executive**
81 **summaries.**

82 A. The Secretary of Labor ~~and the Chancellor of the Virginia Community College System~~ shall
83 ~~enter into a memorandum of understanding that sets forth (i) the roles and responsibilities of each of these~~
84 ~~entities in administering~~ administer (i) a state workforce system and ~~facilitating~~ facilitate regional
85 workforce systems that are business-driven, aligned with current and reliable labor market data, and
86 targeted at providing participants with workforce credentials that have demonstrated value to employers
87 and job seekers; and (ii) a funding mechanism that adequately supports operations under the federal
88 Workforce Innovation and Opportunity Act of 2014 (P.L. 113-128) (WIOA); ~~and (iii) a procedure for the~~
89 ~~resolution of any disagreements that may arise concerning policy, funding, or administration of the WIOA.~~

90 B. The Secretary of Labor ~~and the Virginia Community College System~~ shall ~~collaborate to~~
91 produce an annual executive summary, no later than the first day of each regular session of the General
92 Assembly, of the interim activity undertaken to implement the ~~memorandum of understanding~~
93 responsibilities described in subsection A and to administer the WIOA.

94 CHAPTER 20.2.

95 WORKFORCE DEVELOPMENT AND ADVANCEMENT.

96 Article 1.

97 General Provisions.

98 **§ 2.2-2035. Department of Workforce Development and Advancement; creation;**
99 **appointment of Director.**

100 A. There is hereby created in the executive branch the Department of Workforce Development and
101 Advancement (the Department). The Department shall be headed by the Director of Workforce
102 Development and Advancement (the Director) who shall be appointed by the Governor, subject to
103 confirmation by the General Assembly, to serve at the pleasure of the Governor.

104 B. The Director may establish divisions within the Department and assign to such divisions any
105 duties described in this chapter or otherwise imposed upon the Department.

106 **§ 2.2-2036. Definitions.**

As used in this chapter, unless the context requires a different meaning:

"Department" means the Department of Workforce Development and Advancement.

"Director" means the Director of Workforce Development and Advancement.

"Encrypted" means the same as that term is defined in § 18.2-186.6.

"Identifying information" means the same as that term is defined in § 18.2-186.3.

"Virginia Longitudinal Data System" means the multiagency partnership administered by the State Council of Higher Education for Virginia pursuant to subdivision 9 of § 23.1-203.

"Virginia Workforce Data Trust" means a workforce database maintained by the Department in an encrypted state in compliance with § 2.2-2009.

"Workforce development program" means a publicly funded education, training, and support services program designed and administered to prepare and enable participants to enter into and advance in careers. Such program may, but is not required to, lead to nondegree credentials and may fall under the administrative functions of the Department or reside in other agencies.

§ 2.2-2037. Powers and duties of Department.

The Department shall have the power and duty to:

1. Promulgate regulations necessary or incidental to the performance of duties or execution of powers conferred under this chapter.

2. Establish a mission, goals, and objectives for the Department that align with the purpose of this chapter, to create a unified system of workforce development for the Commonwealth.

3. Develop a strategy to inform and engage businesses on the workforce development programs offered by the Department and ensure alignment of the Department's offerings to the needs of employers.

4. Regularly track metrics relating to workforce development programs and establish a mechanism to help assess the adequacy of Department services and programs.

5. Develop specific strategies or steps the Department will take to modify policies, procedures, or processes to ensure effective and efficient administration of workforce development programs.

6. Develop a strategy for clearly communicating to customers changes to key workforce development programs.

134 7. Develop a strategy for clearly communicating important workforce development program
135 information to Department staff, the public, and the General Assembly.

136 8. Identify other tactical actions to be taken to ensure the continuity of workforce development
137 programs and customer service.

138 **§ 2.2-2038. State and federal cooperation.**

139 In the administration of this chapter, the Department shall cooperate with the U.S. Department of
140 Labor to the fullest extent consistent with the provisions of this chapter. The Department shall make such
141 reports, in such form and containing such information, as the U.S. Department of Labor may require and
142 shall comply with such provisions as the U.S. Department of Labor may find necessary to assure the
143 correctness and verification of such reports. The Department shall take such action, through the adoption
144 of appropriate rules, regulations, administrative methods, and standards, as may be necessary to secure to
145 the Commonwealth and its citizens all advantages available under the provisions of the federal Wagner-
146 Peyser Act (29 U.S.C. § 49 et seq.), the federal Workforce Innovation and Opportunity Act of 2014 (P.L.
147 113-128), and any other federal legislation executed with respect to workforce development and training.

148 **§ 2.2-2039. Reciprocal agreements.**

149 Subject to the approval of the Governor, the Department is authorized to enter into arrangements
150 with the appropriate agencies of other states or the federal government for the purpose of workforce
151 development and training.

152 **§ 2.2-2040. Records and reports.**

153 A. Each workforce development program provider shall keep true and accurate training records
154 containing such information as the Department may prescribe. Such records shall be open to inspection
155 and be subject to being copied by the Department or its authorized representatives at any reasonable time
156 and as often as may be necessary. The Department may require from any workforce development program
157 provider any sworn or unsworn reports, with respect to persons employed by it, that the Department deems
158 necessary for the effective administration of this chapter.

159 B. Notwithstanding the provisions of subsection A, the Department shall, upon written request,
160 furnish the Virginia Economic Development Partnership Authority (the Authority) such information as it

may require to facilitate the administration and enforcement by the Authority of performance agreements with businesses that have received incentive awards. Any information provided to the Authority under this subsection shall be confidential pursuant to 20 C.F.R. Part 603 and shall only be disclosed to members of the Authority who are public officials or employees of the Authority for the performance of their official duties. No public official or employee shall disclose any confidential information obtained pursuant to this subsection to nonlegislative citizen members of the Authority or to the public. Any information so provided shall be used by the Authority solely for the purpose of verifying employment and wage claims of those businesses that have received incentive awards.

§ 2.2-2041. Innovative Internship Fund and Program.

A. There is hereby created in the state treasury a special nonreverting fund to be known as the Innovative Internship Fund (the Fund). The Fund shall be established on the books of the Comptroller. All funds appropriated for such purpose and any gifts, donations, grants, bequests, and other funds received on its behalf shall be paid into the state treasury and credited to the Fund. Interest earned on moneys in the Fund shall remain in the Fund and be credited to it. Any moneys remaining in the Fund, including interest thereon, at the end of each fiscal year shall not revert to the general fund but shall remain in the Fund. Moneys in the Fund shall be used solely for the purposes of the Innovative Internship Program established pursuant to subsection B. Expenditures and disbursements from the Fund shall be made by the State Treasurer on warrants issued by the Comptroller upon written request signed by the Director of the Department.

B. There is hereby established the Innovative Internship Program (the Program). The purpose of the Program is to expand paid or credit-bearing student internship and other work-based learning opportunities in collaboration with Virginia employers. The Program comprises institutional grants and a statewide initiative to facilitate the readiness of students, employers, and institutions of higher education to participate in internship and other work-based learning opportunities.

1. In administering the statewide initiative, the Department shall (i) engage stakeholders from business and industry, secondary and higher education, economic development, and state agencies and entities that are successfully engaging employers or successfully operating internship programs; (ii)

188 explore strategies in Virginia and elsewhere on successful institutional, regional, statewide, or sector-
189 based internship programs; (iii) gather data on current institutional internship practices, scale, and
190 outcomes; (iv) develop internship readiness educational resources, delivery methods, certification
191 procedures, and outreach and awareness activities for employer partners, students, and institutional career
192 development personnel; (v) pursue shared services or other efficiency initiatives, including technological
193 solutions; and (vi) create a process to track key measures of performance.

194 2. The Department shall establish eligibility criteria, including requirements for matching funds,
195 for institutional grants. Such grants shall be used to accomplish one or more of the following goals: (i)
196 support state or regional workforce needs; (ii) support initiatives to attract and retain talent in the
197 Commonwealth; (iii) support research and research commercialization in sectors and clusters targeted for
198 development; (iv) support regional economic growth and diversification plans; (v) enhance the job
199 readiness of students; (vi) enhance higher education affordability and timely completion for Virginia
200 students; or (vii) further the objectives of increasing the tech talent pipeline.

201 3. The Department shall partner with the Office of Education and Labor Market Alignment to
202 collect and utilize data that includes the gaps that are most significant in hindering the Commonwealth
203 from achieving the goals listed in subdivision 2. The Department and the Office of Education and Labor
204 Market Alignment shall identify, at minimum: (i) state or regional workforce needs for which the lack of
205 work-based learning opportunities is negatively impacting the success of regional economic growth and
206 diversification plans and (ii) degree programs, the graduates of which describe themselves as
207 underemployed, that would benefit from incorporating work-based learning into the curriculum. The
208 Department and the Office of Education and Labor Market Alignment shall use the needs and degree
209 programs identified in this subdivision to collaboratively determine priorities for (a) using the portion of
210 student financial aid authorized by the budget to be awarded as grants to students participating in work-
211 based learning; (b) redesigning of curricula at public institutions of higher education; (c) garnering
212 regional support and services to ensure the readiness of students and employers; (d) awarding grants to
213 institutions of higher education to ensure their readiness to support students through detailed planning and
214 implementation of best practices for scaling work-based learning; (e) providing or raising funds to provide

matching funds so that students with limited resources, who have traditionally participated in the Program at lower rates, may intern at small Virginia-based employers; and (f) enhancing data collection and analysis.

Article 2.

Data Collection and Analytics.

§ 2.2-2042. Workforce program evaluations; sharing of certain data; prohibited uses; penalty.

A. To the extent permitted under federal law, the agencies specified in subsection D shall share data from within their respective databases to (i) develop meaningful analyses and evaluations of workforce programs required by subdivision B 8 of § 2.2-214.3 and clause (i) of subdivision B 10 of § 2.2-214.3; (ii) meet state and federal reporting requirements; (iii) improve coordination, outcomes, and efficiency across public workforce programs and partner organizations; (iv) enable the development of comprehensive consumer-facing software applications; (v) support requirements for performance-driven contracts; and (vi) support workforce initiatives developed by the General Assembly or the Governor.

B. Data shared pursuant to subsection A shall include only the identifying and attribute information required to match entities across programs, support the coordination of services, and evaluate outcomes, shall be encrypted, and shall be transmitted to the Governor or his designee. Upon receipt of such data, the Governor or his designee shall maintain the data in an encrypted state pursuant to § 2.2-2009 and restrict data sharing according to the Virginia Workforce Data Trust memorandum of understanding.

The agencies specified in subsection D shall enter into a memorandum of understanding supporting the Virginia Workforce Data Trust and the associated application ecosystem. Such memorandum of understanding shall include provisions for authorizing bona fide research requests that are related to the data sharing referenced in subsection A. In accordance with the governance process defined in such memorandum of understanding, the data sharing referenced in subsection A shall be accomplished by integrating additional organizations, systems, data elements, and functionality into the Virginia Workforce Data Trust.

C. The Governor or his designee and all agencies authorized under this section shall destroy or erase all shared data upon completion of all required evaluations and analyses. The Governor may retain a third-party entity to assist with the evaluation and analysis.

D. The databases from the following agencies relating to the specific programs identified in this subsection may be shared solely to achieve the purposes specified in subsection A:

1. Virginia Employment Commission: Unemployment Insurance;
2. Virginia Community College System: Adult Education and Family Literacy, Postsecondary Career and Technical Education;
3. Department for Aging and Rehabilitative Services: Vocational Rehabilitation and Senior Community Services Employment Program;
4. Department for the Blind and Vision Impaired: Vocational Rehabilitation;
5. Department of Education: Special Education and Career and Technical Education;
6. Department of Social Services: Supplemental Nutrition Assistance Program, Virginia Initiative for Education and Work;
7. Virginia Economic Development Partnership Authority: Virginia Jobs Investment Program;
8. Department of Juvenile Justice: Youth Industries and Institutional Work Programs, Career and Technical Education Programs;
9. Department of Corrections: Career and Technical Education Programs;
10. The State Council of Higher Education for Virginia;
11. Department of Veterans Services: Virginia Values Veterans;
12. Department of Workforce Development and Advancement: Apprenticeship, Job Service, Reemployment Services and Eligibility Assessment program, Trade Adjustment Assistance Program Act, Veterans Employment Training Programs, Innovative Internship Program, and Workforce Innovation and Opportunity Act of 2014 (P.L. 113-128) Titles I and III and other workforce development programs of the Department as determined by the Director; and
13. Any other agencies as deemed necessary by the Secretary of Labor, Chief Data Officer, and Director of the Department of Workforce Development and Advancement.

E. Nothing in this section shall prohibit the inclusion of data from other sources deemed beneficial by the Secretary of Labor, Chief Data Officer, and Director of the Department of Workforce Development and Advancement.

F. Agencies participating in the Virginia Longitudinal Data System and the Virginia Workforce Data Trust shall meet annually for the purpose of coordinating responses to changes in data collection of the participating agencies and the needs of the Commonwealth with respect to workforce development and education policy development. Subject to the approval by each participating agency, the Virginia Longitudinal Data System and the Virginia Workforce Data Trust may develop processes to facilitate intersystem operability and communication between the two entities for research and analysis purposes.

G. All agencies providing information to the Virginia Workforce Data Trust shall be prohibited from disclosing any personal information or data, except as required under this section or other state law or federal law, or to accomplish a proper purpose of the agency.

H. Any person alleging a violation of this section may bring a civil action for appropriate injunctive relief. A court rendering judgment in favor of a complainant pursuant to this subsection shall award all or a portion of the costs of litigation, including reasonable attorney fees and witness fees, to the complainant.

I. Any person who knowingly violates this section is guilty of a Class 2 misdemeanor punishable by imprisonment of up to 90 days, a fine of up to \$1,000, or both.

§ 2.2-2043. Job placement and retention; reporting.

A. The Department shall develop a tool or process for the uniform tracking of successful job placement and job retention outcomes of workforce development program participants.

B. All workforce development program providers shall annually track successful job placement and job retention outcomes for workforce development program participants using the tool or process developed by the Department.

Article 3.

Apprenticeships.

§ 2.2-2044. Definitions.

As used in this article, unless the context requires a different meaning:

"Apprenticeable occupation" means a skilled occupation having the following characteristics:

1. It is customarily learned in a practical way through a structured systematic program of on-the-job supervised work experience;

2. It is clearly identifiable and recognized throughout an industry;

3. It involves manual, mechanical, or technical skills that require a minimum of 2,000 hours of on-the-job work experience of new apprenticeable trades not otherwise established; and

4. It requires related instruction to supplement the on-the-job work experience.

"Apprentice" means a person at least 16 years of age who is covered by a written agreement with an employer and approved by the Director. The agreement shall provide for not less than 2,000 hours of reasonably continuous employment for such person, for his participation in an approved schedule of work experience through employment, and for the amount of related instruction required in the occupation.

"Employer" means any person or organization employing a registered apprentice, whether or not such person or organization is a party to an apprenticeship agreement with a sponsor.

"Joint apprenticeship committee" means a group equally representative of management and labor representatives that works under a bargaining agreement and is established to carry out the administration of an apprenticeship training program.

"Sponsor" means either an individual employer, a group of employers, or an association or organization operating an apprenticeship program and in whose name the program is registered.

§ 2.2-2045. Apprenticeship Council; membership and terms of office; meetings and duties.

A. The Governor shall appoint an Apprenticeship Council composed of four representatives each from employer and employee organizations respectively and all of whom shall be familiar with apprenticeable occupations. The Director, the Chancellor of the Virginia Community College System, or their designated representatives, and a local superintendent from a school division that provides apprenticeship-related instruction shall be ex officio members of the Apprenticeship Council. At the beginning of each year, the Governor shall designate one member to serve as chairman. Each member shall be appointed for a term of three years. Any member appointed to fill a vacancy occurring prior to

the expiration of the term of his predecessor shall be appointed for the remainder of such term. All members, including ex officio members, shall have voting privileges.

B. The Apprenticeship Council shall meet at the call of the chairman of the Apprenticeship Council and shall formulate policies for the effective administration of this article.

C. The Apprenticeship Council shall establish standards for apprentice agreements that shall not be lower than those prescribed by this article and those established pursuant to Article 3 (§ 54.1-1128 et seq.) of Chapter 11 of Title 54.1 and shall perform such other functions as may be necessary to carry out the intent and purposes of this article. Not less than once a year, the Apprenticeship Council shall make a report of its activities and findings to the General Assembly and to the public.

§ 2.2-2046. Authority of Council.

The Council may:

1. Determine standards for apprentice agreements, which standards shall not be lower than those prescribed by this article;

2. Appoint the secretary of the Apprenticeship Council to act as secretary of each state joint apprenticeship committee;

3. Review decisions of local joint apprenticeship committees relating to apprenticeship disputes pursuant to subdivision C 3 of § 2.2-2048;

4. Perform such other duties as are necessary to carry out the intent of this article; and

5. Advise the Director on policies to coordinate apprenticeship-related instruction delivered by state and local public education agencies.

§ 2.2-2047. Director to administer article; requirements for certain programs.

A. The Director, with the advice and guidance of the Council, shall be responsible for administering the provisions of this article.

B. The Director shall:

1. Approve, if approval is in the best interests of the apprentice, any apprenticeship agreement that meets the standards established under this article;

347 2. Terminate or cancel any apprenticeship agreement in accordance with the provisions of such
348 agreement;

349 3. Keep a record of apprenticeship agreements and their disposition;

350 4. Issue certificates of completion upon the completion of the apprenticeship;

351 5. Initiate deregistration proceedings when an apprenticeship program is not conducted, operated,
352 and administered in accordance with the registered provisions, except that deregistration proceedings for
353 violation of equal opportunity requirements shall be processed in accordance with the provisions of the
354 Virginia State Plan for Equal Employment Opportunity in Apprenticeship;

355 6. Establish policies governing the provision of apprenticeship-related instruction delivered by
356 state and local public education agencies and provide for the administration and supervision of related and
357 supplemental instruction for apprentices; and

358 7. Perform such other duties as are necessary to carry out the intent of this article.

359 C. Any apprenticeship program designed to prepare individuals to engage in a career as a
360 tradesman shall be registered apprenticeships that meet or exceed the U.S. Department of Labor standards
361 for registered apprenticeships and shall meet or exceed the standards that were in place with the
362 Apprenticeship Division of the Virginia Department of Labor and Industry as of January 31, 2023. As
363 used in this subsection, "tradesman" means an individual engaged in the electrical, plumbing and heating,
364 ventilation and air conditioning, carpentry, pipe fitting, boiler making, iron working, steel working, or
365 welding professions.

366 D. No state agency or locality shall sponsor, recognize, or establish any apprenticeship program
367 designed to prepare individuals to engage in a career as a tradesman unless such apprenticeship program
368 meets the requirements establish in subsection C.

369 **§ 2.2-2048. Local and state joint apprenticeship committees.**

370 A. A local joint apprenticeship committee may be established in any trade or group of trades in a
371 city or trade area whenever the apprentice training needs of such trade or group of trades justify such
372 establishment.

B. When two or more local joint apprenticeship committees have been established in the Commonwealth for a trade or group of trades or at the request of any trade or group of trades, a state apprenticeship committee may be established for such trade or group of trades. Such local and state joint apprenticeship committees shall be composed of an equal number of employer and employee representatives chosen from names submitted by the respective employer and employee organizations in such trade or group of trades. In a trade or group of trades in which there is no bona fide employer or employee organization, the committee shall be appointed from persons known to represent the interests of employers and of employees respectively.

C. The functions of a local joint apprenticeship committee shall be:

1. To cooperate with school authorities in regard to the education of apprentices;

2. In accordance with standards established by the Apprenticeship Council, to establish local standards of apprenticeship regarding schedule of operations, application of wage rates, working conditions for apprentices, and the number of apprentices that shall be employed locally in the trade; and

3. To adjust apprenticeship disputes.

D. The functions of a state trade apprenticeship committee shall be to assist in an advisory capacity in the development of statewide standards of apprenticeship and in the development of local standards and local committees.

§ 2.2-2049. Discrimination prohibitions for registered apprenticeship programs.

A. Notwithstanding the provisions of the Virginia Human Rights Act (§ 2.2-3900 et seq.), for purposes of this article a sponsor of a registered apprenticeship program shall not discriminate against an apprentice or applicant for apprenticeship on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, age if the age of the individual is 40 years of age or older, genetic information, or disability.

B. Notwithstanding any provisions of Title 40.1, it shall not be an unlawful practice for an employer to fail or refuse to hire and employ any individual for any position in a registered apprenticeship program, or for any registered apprenticeship program to fail or refuse to accept or admit any individual to any registered apprenticeship program, if:

1. The occupancy of such position, or access to the premises in or upon which any part of the duties of such position is performed or is to be performed, is subject to any requirement imposed in the interest of the national security of the United States under any security program in effect pursuant to or administered under any statute of the United States or any Executive Order of the President; and

2. Such individual has not fulfilled or has ceased to fulfill any requirement set forth in subdivision 1.

C. The sole remedy for a violation of subsection A shall be as provided in subdivision B 5 of § 2.2-2047.

§ 2.2-2050. Requisites of apprentice agreement.

Every apprentice agreement entered into under this article shall contain:

1. The names, signatures, and addresses of the contracting parties;
2. The date of birth of the apprentice;
3. The contact information of the program sponsor and the Division of Registered Apprenticeship;
4. A statement of the occupation or business that the apprentice is to be taught and the time at which the apprenticeship will begin and end;
5. A statement showing the number of hours to be spent by the apprentice in work and the number of hours to be spent in related or supplemental instruction;
6. A statement setting forth a schedule of the processes in the occupation or industry division in which the apprentice is to be taught and the approximate time to be spent at each process;
7. A statement of the graduated scale of wages to be paid the apprentice and whether the required related instruction shall be compensated;
8. A statement providing for a period of probation of not less than 500 hours of employment and instruction extending over not less than four months, during which time the apprentice agreement shall be terminated by the Director at the request in writing of either party, and providing that after such probationary period the apprentice agreement may be terminated by the Director by mutual agreement of all parties thereto or cancelled by the Director for good and sufficient reason;

426 9. A reference incorporating as part of the apprentice agreement the standards of the apprenticeship
427 program as they exist on the date of the apprentice agreement and as they may be amended during the
428 period of the apprentice agreement;

429 10. A statement that the apprentice will be accorded equal opportunity in all phases of
430 apprenticeship employment and training without discrimination as provided in § 2.2-2049;

431 11. Contact information, including name, address, phone number, and email if appropriate, of the
432 appropriate authority designated under the program to receive, process, and make disposition of
433 controversies or differences arising out of the apprentice agreement when the controversies or differences
434 cannot be adjusted locally or resolved in accordance with the established procedure or applicable
435 collective bargaining provisions;

436 12. A provision that an employer who is unable to fulfill his obligation under the apprentice
437 agreement may, with the approval of the Director, transfer such contract to any other employer if (i) the
438 apprentice consents, (ii) such other employer agrees to assume the obligations of the apprentice agreement,
439 and (iii) the transfer is reported to the registration agency within 30 days of the transfer; and

440 13. Such additional terms and conditions as may be prescribed or approved by the Director not
441 inconsistent with the provisions of this article.

442 **§ 2.2-2051. Approval of apprentice agreement by Director; signing.**

443 No apprentice agreement under this article shall be effective until approved by the Director. Every
444 apprentice agreement shall be signed by the employer, or by an association of employers or an
445 organization of employees as provided in § 2.2-2053, and by the apprentice, and, if the apprentice is a
446 minor, by the minor's father or mother, provided, that if both father and mother are dead or legally
447 incapable of giving consent or have abandoned their children, then by the guardian of the minor.

448 **§ 2.2-2052. Apprentice agreement binding after apprentice's majority.**

449 When a minor enters into an apprentice agreement under this article for a period of training
450 extending into his majority, the apprentice agreement shall likewise be binding for such a period as may
451 be covered during the apprentice's majority.

452 **§ 2.2-2053. Apprentice agreement signed by organization of employers or of employees.**

For the purpose of providing greater diversity of training or continuity of employment, any apprentice agreement made under this article may in the discretion of the Director be signed by an association of employers or an organization of employees instead of by an individual employer. In such a case, the apprentice agreement shall expressly provide that the association of employers or organization of employees does not assume the obligation of an employer but agrees to use its best endeavors to procure employment and training for such apprentice with one or more employers that will accept full responsibility, as herein provided, for all the terms and conditions of employment and training set forth in the agreement between the apprentice and employer association or employee organization during the period of each such employment. The apprentice agreement in such a case shall also expressly provide for the transfer of the apprentice, subject to the approval of the Director, to such employer or employers as shall sign a written agreement with the apprentice, and if the apprentice is a minor with his parent or guardian, as specified in § 2.2-2051, contracting to employ the apprentice for the whole or a definite part of the total period of apprenticeship under the terms and conditions of employment and training set forth in the agreement entered into between the apprentice and the employer association or employee organization.

§ 2.2-2054. Operation and application of article.

Nothing in this article or in any apprentice agreement approved under this article shall invalidate any apprenticeship provision in any collective agreement between employers and employees establishing higher apprenticeship standards regarding ratios of apprentices to journeymen, probationary periods, or length of the program. None of the terms or provisions of this article shall apply to any person, firm, corporation, or craft unless, until, and only so long as such person, firm, corporation, or craft voluntarily elects that the terms and provisions of this article shall apply.

Article 4.

Job Services.

§ 2.2-2055. Virginia State Job Service; cooperation with U.S. Employment Service agencies.

A. The Department shall have all rights, powers, and duties with respect to the establishment, maintenance, and operation of free employment offices in the Commonwealth and shall possess, exercise,

480 and perform the same through a division known as the Virginia State Job Service. The Department through
481 the division shall establish and maintain free public employment offices in such number and in such places
482 as may be necessary for the proper administration of this chapter.

483 B. The Department, through the Virginia State Job Service, is designated as the state agency and
484 vested with all powers necessary to cooperate with the U.S. Employment Service in accordance with the
485 terms and conditions expressed in 29 U.S.C. § 49 et seq.

486 C. The Department may cooperate with or enter into agreements with the Railroad Retirement
487 Board, or any other agency of the United States charged with the administration of an unemployment
488 compensation law, with respect to the maintenance and use of free employment service facilities.

489 D. Chapter 13 of the Acts of Assembly of 1933 providing for cooperation between the
490 Commonwealth and the U.S. Employment Service is, subject to the provisions of this article, continued
491 in effect.

492 **§ 2.2-2056. Veterans Skills Database.**

493 A. For purposes of this section, "veteran" means an individual who has served in the active
494 military, naval, or air service and who was discharged or released therefrom under conditions other than
495 dishonorable.

496 B. The Department, in cooperation with the Secretary of Commerce and Trade and the Department
497 of Veterans Services, shall establish the Veterans Skills Database (the Database), an Internet-accessible
498 database of veterans and their workforce skills, for the purpose of marketing and promoting the workforce
499 skills of veterans to potential employers.

500 C. The Department may contract with one or more third parties to develop, implement, and
501 maintain the Database. The Database provider shall (i) maintain the Database and (ii) take all actions to
502 ensure the protection of the confidentiality and security of the information contained in the Database in
503 accordance with the requirements established by the Department.

504 D. Any veteran may register with the Department to create a free profile on the Database in order
505 to supply information relating to his workforce skills and experience. Potential employers may register

with the Department to create a free profile in order to gain to access the Database for the purpose of identifying potential employees with relevant workforce skills and experience.

§ 2.2-2057. Employment stabilization.

The Department shall have the following duties relating to employment stabilization:

1. Establish a viable labor exchange system to promote maximum employment for the Commonwealth with priority given to those workers drawing unemployment benefits;

2. Provide Virginia State Job Service services, as described in this article, according to the provisions of the federal Wagner-Peyser Act (29 U.S.C. § 49 et seq.), as amended by the federal Workforce Innovation and Opportunity Act of 2014 (P.L. 113-128);

3. Coordinate and direct all workforce development program services, policies, grant management, and data analytics across state government that lead to conducting activities that target job placement and respond to industry demand;

4. Coordinate and conduct labor market information research services, programs, and operations, including the development, storage, retrieval, and dissemination of information on the social and economic aspects of the Commonwealth, and publish data needed by employers, economic development programs, education and training entities, and government entities and for other users in the public and private sectors;

5. Encourage and assist in the adoption of practical methods of vocational guidance, training, and retraining; and

6. Establish the Interagency Migrant Worker Policy Committee (the Committee), comprised of representatives from appropriate state agencies, including the Virginia Workers' Compensation Commission, whose services and jurisdictions involve migrant and seasonal farmworkers and their employees. All agencies of the Commonwealth shall be required to cooperate with the Committee upon request.

§ 2.2-2058. Human trafficking hotline; posted notice required.

Within each employment office, the Department shall post notice of the existence of a human trafficking hotline to alert possible witnesses or victims of human trafficking to the availability of a means

to report crimes or gain assistance. The notice required by this section shall (i) be posted in a place readily visible and accessible to the public and (ii) meet the requirements specified in subsection C of § 40.1-11.3.

§ 2.2-2237.3. Division of Incentives.

A. Within the Authority shall be created a Division of Incentives that shall be responsible for reviewing, vetting, tracking, and coordinating economic development incentives administered by or through the Authority and for aligning those incentives with economic development incentives offered by other entities in the Commonwealth.

B. No project that includes an offer of economic development incentives by the Commonwealth, including grants or loans from the Commonwealth's Development Opportunity Fund, shall be approved by the Governor until (i) the Division of Incentives has undertaken appropriate due diligence regarding the proposed project and the Secretary of Commerce and Trade has certified that the proposed incentives to be offered are appropriate based on the investment and job creation anticipated to be generated by the project and (ii) when required by § 30-310, the MEI Project Approval Commission has reviewed the proposed incentives.

C. Any contract or memorandum of understanding for the award of economic development incentives by the Commonwealth shall set forth the investment and job creation requirements for the payment of the incentive and shall include a stipulation that the business beneficiary of the incentives shall be liable for the repayment of all or a portion of the incentives to the Commonwealth if the business beneficiary fails to make the required investments or create the required number of jobs. For purposes of this section, an incentive awarded by the Commonwealth shall include an incentive awarded from a fund operated by the Commonwealth, including the Commonwealth's Development Opportunity Fund. If it is determined that a business beneficiary is liable for the repayment of all or a portion of an economic development incentive awarded by the Commonwealth, the Board may refer the matter to the Office of the Attorney General pursuant to § 2.2-518. Prior to the referral to the Office of the Attorney General, the Board shall direct any political subdivision that is a party to the relevant contract or memorandum of understanding to assign its rights to the Commonwealth arising under such contract or memorandum of understanding in which the business beneficiary is liable to repay all or a portion of an economic

development incentive awarded by the Commonwealth. In any such matter referred to the Office of the Attorney General, a business beneficiary liable to repay all or a portion of an economic development incentive awarded by the Commonwealth shall also be liable to pay interest, administrative charges, attorney fees, and other applicable fees.

D. Notwithstanding any other provision of law, approval of the Board shall be required to grant an extension for an approved project to meet the investment and job creation requirements set forth in the contract or memorandum of understanding. Notwithstanding any other provision of law, approval of both the Board and the MEI Project Approval Commission shall be required to grant any additional extensions.

E. The Division of Incentives shall provide semiannual updates to the Board of the status and progress of investment and job creation requirements for all projects for which economic development incentives have been awarded, until such time as the investment and job creation requirements are met or the incentives are repaid to the Commonwealth. Updates shall be provided more frequently upon the request of the Board, or if deemed necessary by the Division of Incentives.

F. The Board shall establish a subcommittee, consisting of ex officio members of the Board authorized pursuant to §§ 2.2-2040 and 60.2-114 and federal law to receive and review employment information received from the Virginia Employment Commission and the Department of Workforce Development and Advancement, in order to assist the Division of Incentives with the verification of employment and wage claims of those businesses that have received incentive awards. Such information shall be confidential and shall not be (i) redisclosed to other members of the Board or to the public in accordance with the provisions of subsection B of § 2.2-2040 and subdivision C 2 of § 60.2-114 or (ii) subject to disclosure under the Virginia Freedom of Information Act (§ 2.2-3700 et seq.).

G. For purposes of this section, the award of economic development incentives by the Commonwealth shall include an award of funds from the Commonwealth's Development Opportunity Fund, regardless of whether the contract or memorandum of understanding for the disbursement of funds is with the Commonwealth or a political subdivision thereof and the business beneficiary.

§ 2.2-2238. Economic development services.

586 A. It shall be the duty of the Authority to encourage, stimulate, and support the development and
587 expansion of the economy of the Commonwealth. The Authority is charged with the following duties and
588 responsibilities to:

589 1. See that there are prepared and carried out effective economic development marketing and
590 promotional programs;

591 2. Make available, in conjunction and cooperation with localities, chambers of commerce,
592 industrial authorities, and other public and private groups, to prospective new businesses basic information
593 and pertinent factors of interest and concern to such businesses;

594 3. Formulate, promulgate, and advance programs throughout the Commonwealth for encouraging
595 the location of new businesses in the Commonwealth and the retention and growth of existing businesses;

596 4. Encourage and solicit private sector involvement, support, and funding for economic
597 development in the Commonwealth;

598 5. Encourage the coordination of the economic development efforts of public institutions, regions,
599 communities, and private industry and collect and maintain data on the development and utilization of
600 economic development capabilities;

601 6. Establish such offices within and without the Commonwealth that are necessary to the expansion
602 and development of industries and trade;

603 7. Encourage the export of products and services from the Commonwealth to international
604 markets;

605 8. Advise, upon request, the State Board for Community Colleges in designating technical training
606 programs in Virginia's comprehensive community colleges for the Community College Incentive
607 Scholarship Program pursuant to former § 23-220.4;

608 9. Offer a program for the issuance of export documentation for companies located in Virginia
609 exporting goods and services if no federal agency or other regulatory body or issuing entity will provide
610 export documentation in a form deemed necessary for international commerce; and

611 10. Establish an Office of Education and Labor Market Alignment (the Office) to coordinate data
612 analysis on workforce and higher education alignment and translate data to partners. The Office shall

provide a unified, consistent and impartial source of information or analysis for policy development and implementation related to ~~talent development~~ education, the labor market, and workforce development. The Office shall partner with the State Council of Higher Education for Virginia, institutions of higher education, the Virginia Department of Education, the Virginia Employment Commission, ~~GO Virginia~~ the Virginia Growth and Opportunity Board, the Department of Workforce Development and Advancement, and other relevant entities to offer resources and expertise related to education, workforce development, and labor market alignment. The Office shall communicate relevant information in a clear and concise manner to enable policy and decision makers to navigate the complex connections between education, workforce development, and labor market alignment.

B. The Authority may develop a site and building assessment program to identify and assess the Commonwealth's industrial sites of at least 100 acres. In developing such a program, the Authority shall establish assessment guidelines and procedures for identification of industrial sites, resource requirements, and development oversight. The Authority shall invite participation by regional and industry stakeholders to assess potential sites, identify product shortfalls, and make recommendations to the Governor and General Assembly for marketing such sites, in alignment with the goals outlined in the Governor's economic development plan.

C. The Authority may encourage the import of products and services from international markets to the Commonwealth.

§ 2.2-2472. Powers and duties of the Board; Virginia Workforce System created.

A. The Board shall implement a Virginia Workforce System that shall undertake the following actions to implement and foster workforce development and training and better align education and workforce programs to meet current and projected skills requirements of an increasingly technological, global workforce:

1. Provide policy advice to the Governor on workforce and workforce development issues in order to create a business-driven system that yields increasing rates of attainment of workforce credentials in demand by business and increasing rates of jobs creation and attainment;

2. Provide policy direction to local workforce development boards;

640 3. Assist the Governor in the development, implementation, and modification of any combined
641 state plan developed pursuant to the WIOA;

642 4. Identify current and emerging statewide workforce needs of the business community;

643 5. Forecast and identify training requirements for the new workforce;

644 6. Recommend strategies to match trained workers with available jobs to include strategies for
645 increasing business engagement in education and workforce development;

646 7. Evaluate the extent to which the state's workforce development programs emphasize education
647 and training opportunities that align with employers' workforce needs and labor market statistics and
648 report the findings of this analysis to the Governor every two years;

649 8. Advise and oversee the development of a strategic workforce dashboard and tools that will
650 inform the Governor, policy makers, system stakeholders, and the public on issues such as state and
651 regional labor market conditions, the relationship between the supply and demand for workers, workforce
652 program outcomes, and projected employment growth or decline. ~~The Virginia Employment Commission~~
653 Department of Workforce Development and Advancement, along with other workforce partners, shall
654 provide data to populate the tools and dashboard;

655 9. Determine and publish a list of jobs, trades, and professions for which high demand for qualified
656 workers exists or is projected by the ~~Virginia Employment Commission~~ Department of Workforce
657 Development and Advancement. ~~The Virginia Employment Commission~~ Department of Workforce
658 Development and Advancement shall support the Virginia Board of Workforce Development in making
659 such determination. Such information shall be published biennially and disseminated to employers;
660 education and training entities, including associate-degree-granting and baccalaureate public institutions
661 of higher education; government agencies, including the Department of Education and public libraries;
662 and other users in the public and private sectors;

663 10. Develop pay-for-performance contract strategy incentives for rapid reemployment services
664 consistent with the WIOA as an alternative model to traditional programs;

665 11. Conduct a review of budgets, which shall be submitted annually to the Board by each agency
666 conducting federal and state funded career and technical and adult education and workforce development

programs, that identify the agency's sources and expenditures of administrative, workforce education and training, and support services for workforce development programs;

12. Review and recommend industry credentials that align with high demand occupations, which credentials shall include a credential that determines career readiness;

13. Define the Board's role in certifying WIOA training providers, including those not subject to the authority expressed in Article 3 (§ 23.1-213 et seq.) of Chapter 2 of Title 23.1;

14. Provide an annual report to the Governor concerning its actions and determinations under subdivisions 1 through 13;

15. Create quality standards, guidelines, and directives applicable to local workforce development boards and the operation of one-stops, as necessary and appropriate to carry out the purposes of this article; and

16. Conduct or cause to be conducted, on a biennial basis, an independent evaluation of the operational and program objectives of the Department of Workforce Development and Advancement and submit a report to the Governor and the General Assembly summarizing such evaluation; and

17. Perform any act or function in accordance with the purposes of this article.

B. The Board may establish such committees as it deems necessary

C. The Board, the Secretary of Labor, and the Governor's other Cabinet Secretaries shall assist the Governor in complying with the provisions of the WIOA and ensuring the coordination and effectiveness of all federal and state funded career and technical and adult education and workforce development programs and providers within Virginia's Workforce System.

D. The Board shall assist the Governor in the following areas with respect to workforce development: development of any combined state plan developed pursuant to the WIOA; development and continuous improvement of a statewide workforce development system that ensures career readiness and coordinates and aligns career and technical education, adult education, and federal and state workforce programs; development of linkages to ensure coordination and nonduplication among programs and activities; designation of local areas; development of local discretionary allocation formulas; development and continuous improvement of comprehensive state performance measures including, without limitation,

694 performance measures reflecting the degree to which one-stop centers provide comprehensive services
695 with all mandatory partners and the degree to which local workforce development boards have obtained
696 funding from sources other than the WIOA; preparation of the annual report to the U.S. Secretary of
697 Labor; development of a statewide employment statistics system; and development of a statewide system
698 of one-stop centers that provide comprehensive workforce services to employers, employees, and job
699 seekers.

700 The Board shall share information regarding its meetings and activities with the public.

701 E. Each local workforce development board shall develop and submit to the Governor and the
702 Board an annual workforce demand plan for its workforce development board area based on a survey of
703 local and regional businesses that reflects the local employers' needs and requirements and the availability
704 of trained workers to meet those needs and requirements. Local boards shall also designate or certify one-
705 stop operators; identify eligible providers of youth activities; develop a budget; conduct local oversight of
706 one-stop operators and training providers in partnership with its local chief elected official; negotiate local
707 performance measures, including incentives for good performance and penalties for inadequate
708 performance; assist in developing statewide employment statistics; coordinate workforce development
709 activities with economic development strategies and the annual demand plan, and develop linkages among
710 them; develop and enter into memoranda of understanding with one-stop partners and implement the terms
711 of such memoranda; promote participation by the private sector; actively seek sources of financing in
712 addition to WIOA funds; report performance statistics to the Board; and certify local training providers in
713 accordance with criteria provided by the Board. Further, a local training provider certified by any
714 workforce development board has reciprocal certification for all workforce development boards.

715 F. Each workforce development board shall develop and execute a strategic plan designed to
716 combine public and private resources to support sector strategies, career pathways, and career readiness
717 skills development. Such initiatives shall include or address (i) a regional vision for workforce
718 development; (ii) protocols for planning workforce strategies that anticipate industry needs; (iii) the needs
719 of incumbent and underemployed workers in the region; (iv) the development of partners and guidelines
720 for various forms of on-the-job training, such as registered apprenticeships; (v) the setting of standards

and metrics for operational delivery; (vi) alignment of monetary and other resources, including private funds and in-kind contributions, to support the workforce development system; and (vii) the generation of new sources of funding to support workforce development in the region.

G. Local workforce development boards are encouraged to implement pay-for-performance contract strategy incentives for rapid reemployment services consistent within the WIOA as an alternative model to traditional programs. Such incentives shall focus on (i) partnerships that lead to placements of eligible job seekers in unsubsidized employment and (ii) placement in unsubsidized employment for hard-to-serve job seekers. At the discretion of the local workforce development board, funds to the extent permissible under §§ 128(b) and 133(b) of the WIOA may be allocated for pay-for-performance partnerships.

H. Each chief local elected official shall consult with the Governor regarding designation of local workforce development areas; appoint members to the local board in accordance with state criteria; serve as the local grant recipient unless another entity is designated in the local plan; negotiate local performance measures with the Governor; ensure that all mandated partners are active participants in the local workforce development board and one-stop center; and collaborate with the local workforce development board on local plans and program oversight.

I. Each local workforce development board shall develop and enter into a memorandum of understanding concerning the operation of the one-stop delivery system in the local area with each entity that carries out any of the following programs or activities:

1. Programs authorized under Title I of the WIOA;
2. Programs authorized under the Wagner-Peyser Act (29 U.S.C. § 49 et seq.);
3. Adult education and literacy activities authorized under Title II of the WIOA;
4. Programs authorized under Title I of the Rehabilitation Act of 1973 (29 U.S.C. § 720 et seq.);
5. Postsecondary career and technical education activities authorized under the Carl D. Perkins Vocational and Applied Technology Education Act (20 U.S.C. § 2301 et seq.);
6. Activities authorized under Chapter 2 of Title II of the Trade Act of 1974 (19 U.S.C. § 2271 et seq.);

748 7. Activities pertaining to employment and training programs for veterans authorized under 38
749 U.S.C. § 4100 et seq.;

750 8. Programs authorized under Title 60.2, in accordance with applicable federal law;

751 9. Workforce development activities or work requirements of the Temporary Assistance to Needy
752 Families (TANF) program known in Virginia as the Virginia Initiative for Education and Work (VIEW)
753 established pursuant to § 63.2-608;

754 10. Workforce development activities or work programs authorized under the Food Stamp Act of
755 1977 (7 U.S.C. § 2011 et seq.);

756 11. Other programs or activities as required by the WIOA; and

757 12. Programs authorized under Title I of the WIOA.

758 J. The quorum for a meeting of a local workforce development board shall consist of a majority of
759 both the private sector and public sector members. Each local workforce development board shall share
760 information regarding its meetings and activities with the public.

761 K. For the purposes of implementing the WIOA, income from service in the Virginia National
762 Guard shall not disqualify unemployed service members from WIOA-related services.

763 L. The Secretary of Labor shall be responsible for the coordination of the Virginia Workforce
764 System and the implementation of the WIOA.

765 **§ 2.2-3711. Closed meetings authorized for certain limited purposes.**

766 A. Public bodies may hold closed meetings only for the following purposes:

767 1. Discussion, consideration, or interviews of prospective candidates for employment; assignment,
768 appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public
769 officers, appointees, or employees of any public body; and evaluation of performance of departments or
770 schools of public institutions of higher education where such evaluation will necessarily involve
771 discussion of the performance of specific individuals. Any teacher shall be permitted to be present during
772 a closed meeting in which there is a discussion or consideration of a disciplinary matter that involves the
773 teacher and some student and the student involved in the matter is present, provided the teacher makes a
774 written request to be present to the presiding officer of the appropriate board. Nothing in this subdivision,

775 however, shall be construed to authorize a closed meeting by a local governing body or an elected school
776 board to discuss compensation matters that affect the membership of such body or board collectively.

777 2. Discussion or consideration of admission or disciplinary matters or any other matters that would
778 involve the disclosure of information contained in a scholastic record concerning any student of any public
779 institution of higher education in the Commonwealth or any state school system. However, any such
780 student, legal counsel and, if the student is a minor, the student's parents or legal guardians shall be
781 permitted to be present during the taking of testimony or presentation of evidence at a closed meeting, if
782 such student, parents, or guardians so request in writing and such request is submitted to the presiding
783 officer of the appropriate board.

784 3. Discussion or consideration of the acquisition of real property for a public purpose, or of the
785 disposition of publicly held real property, where discussion in an open meeting would adversely affect the
786 bargaining position or negotiating strategy of the public body.

787 4. The protection of the privacy of individuals in personal matters not related to public business.

788 5. Discussion concerning a prospective business or industry or the expansion of an existing
789 business or industry where no previous announcement has been made of the business' or industry's interest
790 in locating or expanding its facilities in the community.

791 6. Discussion or consideration of the investment of public funds where competition or bargaining
792 is involved, where, if made public initially, the financial interest of the governmental unit would be
793 adversely affected.

794 7. Consultation with legal counsel and briefings by staff members or consultants pertaining to
795 actual or probable litigation, where such consultation or briefing in open meeting would adversely affect
796 the negotiating or litigating posture of the public body. For the purposes of this subdivision, "probable
797 litigation" means litigation that has been specifically threatened or on which the public body or its legal
798 counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this
799 subdivision shall be construed to permit the closure of a meeting merely because an attorney representing
800 the public body is in attendance or is consulted on a matter.

801 8. Consultation with legal counsel employed or retained by a public body regarding specific legal
802 matters requiring the provision of legal advice by such counsel. Nothing in this subdivision shall be
803 construed to permit the closure of a meeting merely because an attorney representing the public body is
804 in attendance or is consulted on a matter.

805 9. Discussion or consideration by governing boards of public institutions of higher education of
806 matters relating to gifts, bequests and fund-raising activities, and of grants and contracts for services or
807 work to be performed by such institution. However, the terms and conditions of any such gifts, bequests,
808 grants, and contracts made by a foreign government, a foreign legal entity, or a foreign person and
809 accepted by a public institution of higher education in the Commonwealth shall be subject to public
810 disclosure upon written request to the appropriate board of visitors. For the purpose of this subdivision,
811 (i) "foreign government" means any government other than the United States government or the
812 government of a state or a political subdivision thereof, (ii) "foreign legal entity" means any legal entity
813 (a) created under the laws of the United States or of any state thereof if a majority of the ownership of the
814 stock of such legal entity is owned by foreign governments or foreign persons or if a majority of the
815 membership of any such entity is composed of foreign persons or foreign legal entities or (b) created under
816 the laws of a foreign government, and (iii) "foreign person" means any individual who is not a citizen or
817 national of the United States or a trust territory or protectorate thereof.

818 10. Discussion or consideration by the boards of trustees of the Virginia Museum of Fine Arts, the
819 Virginia Museum of Natural History, the Jamestown-Yorktown Foundation, the Fort Monroe Authority,
820 and The Science Museum of Virginia of matters relating to specific gifts, bequests, and grants from private
821 sources.

822 11. Discussion or consideration of honorary degrees or special awards.

823 12. Discussion or consideration of tests, examinations, or other information used, administered, or
824 prepared by a public body and subject to the exclusion in subdivision 4 of § 2.2-3705.1.

825 13. Discussion, consideration, or review by the appropriate House or Senate committees of
826 possible disciplinary action against a member arising out of the possible inadequacy of the disclosure

827 statement filed by the member, provided the member may request in writing that the committee meeting
828 not be conducted in a closed meeting.

829 14. Discussion of strategy with respect to the negotiation of a hazardous waste siting agreement or
830 to consider the terms, conditions, and provisions of a hazardous waste siting agreement if the governing
831 body in open meeting finds that an open meeting will have an adverse effect upon the negotiating position
832 of the governing body or the establishment of the terms, conditions and provisions of the siting agreement,
833 or both. All discussions with the applicant or its representatives may be conducted in a closed meeting.

834 15. Discussion by the Governor and any economic advisory board reviewing forecasts of economic
835 activity and estimating general and nongeneral fund revenues.

836 16. Discussion or consideration of medical and mental health records subject to the exclusion in
837 subdivision 1 of § 2.2-3705.5.

838 17. Deliberations of the Virginia Lottery Board in a licensing appeal action conducted pursuant to
839 subsection D of § 58.1-4007 regarding the denial or revocation of a license of a lottery sales agent; and
840 discussion, consideration or review of Virginia Lottery matters related to proprietary lottery game
841 information and studies or investigations excluded from disclosure under subdivision 6 of § 2.2-3705.3
842 and subdivision 11 of § 2.2-3705.7.

843 18. Those portions of meetings in which the State Board of Local and Regional Jails discusses or
844 discloses the identity of, or information tending to identify, any prisoner who (i) provides information
845 about crimes or criminal activities, (ii) renders assistance in preventing the escape of another prisoner or
846 in the apprehension of an escaped prisoner, or (iii) voluntarily or at the instance of a prison official renders
847 other extraordinary services, the disclosure of which is likely to jeopardize the prisoner's life or safety.

848 19. Discussion of plans to protect public safety as it relates to terrorist activity or specific
849 cybersecurity threats or vulnerabilities and briefings by staff members, legal counsel, or law-enforcement
850 or emergency service officials concerning actions taken to respond to such matters or a related threat to
851 public safety; discussion of information subject to the exclusion in subdivision 2 or 14 of § 2.2-3705.2,
852 where discussion in an open meeting would jeopardize the safety of any person or the security of any
853 facility, building, structure, information technology system, or software program; or discussion of reports

or plans related to the security of any governmental facility, building or structure, or the safety of persons using such facility, building or structure.

20. Discussion by the Board of the Virginia Retirement System, acting pursuant to § 51.1-124.30, or of any local retirement system, acting pursuant to § 51.1-803, or by a local finance board or board of trustees of a trust established by one or more local public bodies to invest funds for postemployment benefits other than pensions, acting pursuant to Article 8 (§ 15.2-1544 et seq.) of Chapter 15 of Title 15.2, or by the board of visitors of the University of Virginia, acting pursuant to § 23.1-2210, or by the Board of the Virginia College Savings Plan, acting pursuant to § 23.1-706, regarding the acquisition, holding or disposition of a security or other ownership interest in an entity, where such security or ownership interest is not traded on a governmentally regulated securities exchange, to the extent that such discussion (i) concerns confidential analyses prepared for the board of visitors of the University of Virginia, prepared by the retirement system, or a local finance board or board of trustees, or the Virginia College Savings Plan or provided to the retirement system, a local finance board or board of trustees, or the Virginia College Savings Plan under a promise of confidentiality, of the future value of such ownership interest or the future financial performance of the entity, and (ii) would have an adverse effect on the value of the investment to be acquired, held, or disposed of by the retirement system, a local finance board or board of trustees, the board of visitors of the University of Virginia, or the Virginia College Savings Plan. Nothing in this subdivision shall be construed to prevent the disclosure of information relating to the identity of any investment held, the amount invested or the present value of such investment.

21. Those portions of meetings in which individual child death cases are discussed by the State Child Fatality Review Team established pursuant to § 32.1-283.1, those portions of meetings in which individual child death cases are discussed by a regional or local child fatality review team established pursuant to § 32.1-283.2, those portions of meetings in which individual death cases are discussed by family violence fatality review teams established pursuant to § 32.1-283.3, those portions of meetings in which individual adult death cases are discussed by the state Adult Fatality Review Team established pursuant to § 32.1-283.5, those portions of meetings in which individual adult death cases are discussed by a local or regional adult fatality review team established pursuant to § 32.1-283.6, those portions of

881 meetings in which individual death cases are discussed by overdose fatality review teams established
882 pursuant to § 32.1-283.7, those portions of meetings in which individual maternal death cases are
883 discussed by the Maternal Mortality Review Team pursuant to § 32.1-283.8, and those portions of
884 meetings in which individual death cases of persons with developmental disabilities are discussed by the
885 Developmental Disabilities Mortality Review Committee established pursuant to § 37.2-314.1.

886 22. Those portions of meetings of the board of visitors of the University of Virginia or the Eastern
887 Virginia Medical School Board of Visitors, as the case may be, and those portions of meetings of any
888 persons to whom management responsibilities for the University of Virginia Medical Center or Eastern
889 Virginia Medical School, as the case may be, have been delegated, in which there is discussed proprietary,
890 business-related information pertaining to the operations of the University of Virginia Medical Center or
891 Eastern Virginia Medical School, as the case may be, including business development or marketing
892 strategies and activities with existing or future joint venturers, partners, or other parties with whom the
893 University of Virginia Medical Center or Eastern Virginia Medical School, as the case may be, has formed,
894 or forms, any arrangement for the delivery of health care, if disclosure of such information would
895 adversely affect the competitive position of the Medical Center or Eastern Virginia Medical School, as
896 the case may be.

897 23. Discussion or consideration by the Virginia Commonwealth University Health System
898 Authority or the board of visitors of Virginia Commonwealth University of any of the following: the
899 acquisition or disposition by the Authority of real property, equipment, or technology software or
900 hardware and related goods or services, where disclosure would adversely affect the bargaining position
901 or negotiating strategy of the Authority; matters relating to gifts or bequests to, and fund-raising activities
902 of, the Authority; grants and contracts for services or work to be performed by the Authority; marketing
903 or operational strategies plans of the Authority where disclosure of such strategies or plans would
904 adversely affect the competitive position of the Authority; and members of the Authority's medical and
905 teaching staffs and qualifications for appointments thereto.

906 24. Those portions of the meetings of the Health Practitioners' Monitoring Program Committee
907 within the Department of Health Professions to the extent such discussions identify any practitioner who
908 may be, or who actually is, impaired pursuant to Chapter 25.1 (§ 54.1-2515 et seq.) of Title 54.1.

909 25. Meetings or portions of meetings of the Board of the Virginia College Savings Plan wherein
910 personal information, as defined in § 2.2-3801, which has been provided to the Board or its employees by
911 or on behalf of individuals who have requested information about, applied for, or entered into prepaid
912 tuition contracts or savings trust account agreements pursuant to Chapter 7 (§ 23.1-700 et seq.) of Title
913 23.1 is discussed.

914 26. Discussion or consideration, by the former Wireless Carrier E-911 Cost Recovery
915 Subcommittee created pursuant to former § 56-484.15, of trade secrets submitted by CMRS providers, as
916 defined in § 56-484.12, related to the provision of wireless E-911 service.

917 27. Those portions of disciplinary proceedings by any regulatory board within the Department of
918 Professional and Occupational Regulation, Department of Health Professions, or the Board of
919 Accountancy conducted pursuant to § 2.2-4019 or 2.2-4020 during which the board deliberates to reach a
920 decision or meetings of health regulatory boards or conference committees of such boards to consider
921 settlement proposals in pending disciplinary actions or modifications to previously issued board orders as
922 requested by either of the parties.

923 28. Discussion or consideration of information subject to the exclusion in subdivision 11 of § 2.2-
924 3705.6 by a responsible public entity or an affected locality or public entity, as those terms are defined in
925 § 33.2-1800, or any independent review panel appointed to review information and advise the responsible
926 public entity concerning such records.

927 29. Discussion of the award of a public contract involving the expenditure of public funds,
928 including interviews of bidders or offerors, and discussion of the terms or scope of such contract, where
929 discussion in an open session would adversely affect the bargaining position or negotiating strategy of the
930 public body.

931 30. Discussion or consideration of grant or loan application information subject to the exclusion
932 in subdivision 17 of § 2.2-3705.6 by the Commonwealth Health Research Board.

933 31. Discussion or consideration by the Commitment Review Committee of information subject to
934 the exclusion in subdivision 5 of § 2.2-3705.2 relating to individuals subject to commitment as sexually
935 violent predators under Chapter 9 (§ 37.2-900 et seq.) of Title 37.2.

936 32. Discussion or consideration of confidential proprietary information and trade secrets developed
937 and held by a local public body providing certain telecommunication services or cable television services
938 and subject to the exclusion in subdivision 18 of § 2.2-3705.6. However, the exemption provided by this
939 subdivision shall not apply to any authority created pursuant to the BVU Authority Act (§ 15.2-7200 et
940 seq.).

941 33. Discussion or consideration by a local authority created in accordance with the Virginia
942 Wireless Service Authorities Act (§ 15.2-5431.1 et seq.) of confidential proprietary information and trade
943 secrets subject to the exclusion in subdivision 19 of § 2.2-3705.6.

944 34. Discussion or consideration by the State Board of Elections or local electoral boards of voting
945 security matters made confidential pursuant to § 24.2-410.2 or 24.2-625.1.

946 35. Discussion or consideration by the Forensic Science Board or the Scientific Advisory
947 Committee created pursuant to Article 2 (§ 9.1-1109 et seq.) of Chapter 11 of Title 9.1 of criminal
948 investigative files.

949 36. Discussion or consideration by the Brown v. Board of Education Scholarship Committee of
950 information or confidential matters subject to the exclusion in subdivision A 3 of § 2.2-3705.4, and
951 meetings of the Committee to deliberate concerning the annual maximum scholarship award, review and
952 consider scholarship applications and requests for scholarship award renewal, and cancel, rescind, or
953 recover scholarship awards.

954 37. Discussion or consideration by the Virginia Port Authority of information subject to the
955 exclusion in subdivision 1 of § 2.2-3705.6 related to certain proprietary information gathered by or for the
956 Virginia Port Authority.

957 38. Discussion or consideration by the Board of Trustees of the Virginia Retirement System acting
958 pursuant to § 51.1-124.30, by the Investment Advisory Committee appointed pursuant to § 51.1-124.26,
959 by any local retirement system, acting pursuant to § 51.1-803, by the Board of the Virginia College

960 Savings Plan acting pursuant to § 23.1-706, or by the Virginia College Savings Plan's Investment Advisory
961 Committee appointed pursuant to § 23.1-702 of information subject to the exclusion in subdivision 24 of
962 § 2.2-3705.7.

963 39. Discussion or consideration of information subject to the exclusion in subdivision 3 of § 2.2-
964 3705.6 related to economic development.

965 40. Discussion or consideration by the Board of Education of information relating to the denial,
966 suspension, or revocation of teacher licenses subject to the exclusion in subdivision 11 of § 2.2-3705.3.

967 41. Those portions of meetings of the Virginia Military Advisory Council or any commission
968 created by executive order for the purpose of studying and making recommendations regarding preventing
969 closure or realignment of federal military and national security installations and facilities located in
970 Virginia and relocation of such facilities to Virginia, or a local or regional military affairs organization
971 appointed by a local governing body, during which there is discussion of information subject to the
972 exclusion in subdivision 8 of § 2.2-3705.2.

973 42. Discussion or consideration by the Board of Trustees of the Veterans Services Foundation of
974 information subject to the exclusion in subdivision 28 of § 2.2-3705.7 related to personally identifiable
975 information of donors.

976 43. Discussion or consideration by the Virginia Tobacco Region Revitalization Commission of
977 information subject to the exclusion in subdivision 23 of § 2.2-3705.6 related to certain information
978 contained in grant applications.

979 44. Discussion or consideration by the board of directors of the Commercial Space Flight Authority
980 of information subject to the exclusion in subdivision 24 of § 2.2-3705.6 related to rate structures or
981 charges for the use of projects of, the sale of products of, or services rendered by the Authority and certain
982 proprietary information of a private entity provided to the Authority.

983 45. Discussion or consideration of personal and proprietary information related to the resource
984 management plan program and subject to the exclusion in (i) subdivision 25 of § 2.2-3705.6 or (ii)
985 subsection E of § 10.1-104.7. This exclusion shall not apply to the discussion or consideration of records
986 that contain information that has been certified for release by the person who is the subject of the

987 information or transformed into a statistical or aggregate form that does not allow identification of the
988 person who supplied, or is the subject of, the information.

989 46. Discussion or consideration by the Board of Directors of the Virginia Alcoholic Beverage
990 Control Authority of information subject to the exclusion in subdivision 1 of § 2.2-3705.3 related to
991 investigations of applicants for licenses and permits and of licensees and permittees.

992 47. Discussion or consideration of grant, loan, or investment application records subject to the
993 exclusion in subdivision 28 of § 2.2-3705.6 for a grant, loan, or investment pursuant to Article 11 (§ 2.2-
994 2351 et seq.) of Chapter 22.

995 48. Discussion or development of grant proposals by a regional council established pursuant to
996 Article 26 (§ 2.2-2484 et seq.) of Chapter 24 to be submitted for consideration to the Virginia Growth and
997 Opportunity Board.

998 49. Discussion or consideration of (i) individual sexual assault cases by a sexual assault response
999 team established pursuant to § 15.2-1627.4, (ii) individual child abuse or neglect cases or sex offenses
1000 involving a child by a child sexual abuse response team established pursuant to § 15.2-1627.5, or (iii)
1001 individual cases involving abuse, neglect, or exploitation of adults as defined in § 63.2-1603 pursuant to
1002 §§ 15.2-1627.5 and 63.2-1605.

1003 50. Discussion or consideration by the Board of the Virginia Economic Development Partnership
1004 Authority, the Joint Legislative Audit and Review Commission, or any subcommittees thereof, of the
1005 portions of the strategic plan, marketing plan, or operational plan exempt from disclosure pursuant to
1006 subdivision 33 of § 2.2-3705.7.

1007 51. Those portions of meetings of the subcommittee of the Board of the Virginia Economic
1008 Development Partnership Authority established pursuant to subsection F of § 2.2-2237.3 to review and
1009 discuss information received from the Virginia Employment Commission pursuant to subdivision C 2 of
1010 § 60.2-114 and the Department Workforce Development and Advancement pursuant to subsection B of §
1011 2.2-2040.

1012 52. Discussion or consideration by the Commonwealth of Virginia Innovation Partnership
1013 Authority (the Authority), an advisory committee of the Authority, or any other entity designated by the
1014 Authority, of information subject to the exclusion in subdivision 35 of § 2.2-3705.7.

1015 53. Deliberations of the Virginia Lottery Board conducted pursuant to § 58.1-4105 regarding the
1016 denial or revocation of a license of a casino gaming operator, or the refusal to issue, suspension of, or
1017 revocation of any license or permit related to casino gaming, and discussion, consideration, or review of
1018 matters related to investigations excluded from mandatory disclosure under subdivision 1 of § 2.2-3705.3.

1019 54. Deliberations of the Virginia Lottery Board in an appeal conducted pursuant to § 58.1-4007
1020 regarding the denial of, revocation of, suspension of, or refusal to renew any license or permit related to
1021 sports betting and any discussion, consideration, or review of matters related to investigations excluded
1022 from mandatory disclosure under subdivision 1 of § 2.2-3705.3.

1023 B. No resolution, ordinance, rule, contract, regulation or motion adopted, passed or agreed to in a
1024 closed meeting shall become effective unless the public body, following the meeting, reconvenes in open
1025 meeting and takes a vote of the membership on such resolution, ordinance, rule, contract, regulation, or
1026 motion that shall have its substance reasonably identified in the open meeting.

1027 C. Public officers improperly selected due to the failure of the public body to comply with the
1028 other provisions of this section shall be de facto officers and, as such, their official actions are valid until
1029 they obtain notice of the legal defect in their election.

1030 D. Nothing in this section shall be construed to prevent the holding of conferences between two or
1031 more public bodies, or their representatives, but these conferences shall be subject to the same procedures
1032 for holding closed meetings as are applicable to any other public body.

1033 E. This section shall not be construed to (i) require the disclosure of any contract between the
1034 Department of Health Professions and an impaired practitioner entered into pursuant to Chapter 25.1 (§
1035 54.1-2515 et seq.) of Title 54.1 or (ii) require the board of directors of any authority created pursuant to
1036 the Industrial Development and Revenue Bond Act (§ 15.2-4900 et seq.), or any public body empowered
1037 to issue industrial revenue bonds by general or special law, to identify a business or industry to which

1038 subdivision A 5 applies. However, such business or industry shall be identified as a matter of public record
1039 at least 30 days prior to the actual date of the board's authorization of the sale or issuance of such bonds.

1040 **§ 2.2-3905. Nondiscrimination in employment; definitions; exceptions.**

1041 A. As used in this section:

1042 "Age" means being an individual who is at least 40 years of age.

1043 "Domestic worker" means an individual who is compensated directly or indirectly for the
1044 performance of services of a household nature performed in or about a private home, including services
1045 performed by individuals such as companions, babysitters, cooks, waiters, butlers, valets, maids,
1046 housekeepers, nannies, nurses, janitors, laundresses, caretakers, handymen, gardeners, home health aides,
1047 personal care aides, and chauffeurs of automobiles for family use. "Domestic worker" does not include (i)
1048 a family member, friend, or neighbor of a child, or a parent of a child, who provides child care in the
1049 child's home; (ii) any child day program as defined in § 22.1-289.02 or an individual who is an employee
1050 of a child day program; or (iii) any employee employed on a casual basis in domestic service employment
1051 to provide companionship services for individuals who, because of age or infirmity, are unable to care for
1052 themselves.

1053 "Employee" means an individual employed by an employer.

1054 "Employer" means a person employing (i) 15 or more employees for each working day in each of
1055 20 or more calendar weeks in the current or preceding calendar year, and any agent of such a person or
1056 (ii) one or more domestic workers. However, (a) for purposes of unlawful discharge under subdivision B
1057 1 on the basis of race, color, religion, national origin, military status, sex, sexual orientation, gender
1058 identity, marital status, disability, pregnancy, or childbirth or related medical conditions including
1059 lactation, "employer" means any person employing more than five persons or one or more domestic
1060 workers and (b) for purposes of unlawful discharge under subdivision B 1 on the basis of age, "employer"
1061 means any employer employing more than five but fewer than 20 persons.

1062 "Employment agency" means any person, or an agent of such person, regularly undertaking with
1063 or without compensation to procure employees for an employer or to procure for employees opportunities
1064 to work for an employer.

1065 "Joint apprenticeship committee" means the same as that term is defined in § ~~40.1-120~~ 2.2-2044.

1066 "Labor organization" means an organization engaged in an industry, or an agent of such
1067 organization, that exists for the purpose, in whole or in part, of dealing with employers on behalf of
1068 employees concerning grievances, labor disputes, wages, rates of pay, hours, or other terms or conditions
1069 of employment. "Labor organization" includes employee representation committees, groups, or
1070 associations in which employees participate.

1071 "Lactation" means a condition that may result in the feeding of a child directly from the breast or
1072 the expressing of milk from the breast.

1073 B. It is an unlawful discriminatory practice for:

1074 1. An employer to:

1075 a. Fail or refuse to hire, discharge, or otherwise discriminate against any individual with respect to
1076 such individual's compensation, terms, conditions, or privileges of employment because of such
1077 individual's race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy,
1078 childbirth or related medical conditions including lactation, age, military status, disability, or national
1079 origin; or

1080 b. Limit, segregate, or classify employees or applicants for employment in any way that would
1081 deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect an
1082 individual's status as an employee, because of such individual's race, color, religion, sex, sexual
1083 orientation, gender identity, marital status, pregnancy, childbirth or related medical conditions including
1084 lactation, age, military status, disability, or national origin.

1085 2. An employment agency to:

1086 a. Fail or refuse to refer for employment, or otherwise discriminate against, any individual because
1087 of such individual's race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy,
1088 childbirth or related medical conditions, age, military status, disability, or national origin; or

1089 b. Classify or refer for employment any individual on the basis of such individual's race, color,
1090 religion, sex, sexual orientation, gender identity, marital status, pregnancy, childbirth or related medical
1091 conditions, age, military status, disability, or national origin.

- 1092 3. A labor organization to:
- 1093 a. Exclude or expel from its membership, or otherwise discriminate against, any individual because
- 1094 of such individual's race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy,
- 1095 childbirth or related medical conditions, age, military status, disability, or national origin;
- 1096 b. Limit, segregate, or classify its membership or applicants for membership, or classify or fail to
- 1097 or refuse to refer for employment any individual, in any way that would deprive or tend to deprive such
- 1098 individual of employment opportunities, or would limit such employment opportunities or otherwise
- 1099 adversely affect an individual's status as an employee or as an applicant for employment, because of such
- 1100 individual's race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy,
- 1101 childbirth or related medical conditions, age, military status, disability, or national origin; or
- 1102 c. Cause or attempt to cause an employer to discriminate against an individual in violation of
- 1103 subdivisions a or b.
- 1104 4. An employer, labor organization, or joint apprenticeship committee to discriminate against any
- 1105 individual in any program to provide apprenticeship or other training program on the basis of such
- 1106 individual's race, color, religion, sex, sexual orientation, gender identity, pregnancy, childbirth or related
- 1107 medical conditions, age, military status, disability, or national origin.
- 1108 5. An employer, in connection with the selection or referral of applicants or candidates for
- 1109 employment or promotion, to adjust the scores of, use different cutoff scores for, or otherwise alter the
- 1110 results of employment-related tests on the basis of race, color, religion, sex, sexual orientation, gender
- 1111 identity, marital status, pregnancy, childbirth or related medical conditions, age, military status, disability,
- 1112 or national origin.
- 1113 6. Except as otherwise provided in this chapter, an employer to use race, color, religion, sex, sexual
- 1114 orientation, gender identity, marital status, pregnancy, childbirth or related medical conditions, age,
- 1115 military status, disability, or national origin as a motivating factor for any employment practice, even
- 1116 though other factors also motivate the practice.
- 1117 7. (i) An employer to discriminate against any employees or applicants for employment, (ii) an
- 1118 employment agency or a joint apprenticeship committee controlling an apprenticeship or other training

program to discriminate against any individual, or (iii) a labor organization to discriminate against any member thereof or applicant for membership because such individual has opposed any practice made an unlawful discriminatory practice by this chapter or because such individual has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this chapter.

8. An employer, labor organization, employment agency, or joint apprenticeship committee controlling an apprenticeship or other training program to print or publish, or cause to be printed or published, any notice or advertisement relating to (i) employment by such an employer, (ii) membership in or any classification or referral for employment by such a labor organization, (iii) any classification or referral for employment by such an employment agency, or (iv) admission to, or employment in, any program established to provide apprenticeship or other training by such a joint apprenticeship committee that indicates any preference, limitation, specification, or discrimination based on race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy, childbirth or related medical conditions, age, military status, disability, or national origin, except that such a notice or advertisement may indicate a preference, limitation, specification, or discrimination based on religion, sex, age, or national origin when religion, sex, age, or national origin is a bona fide occupational qualification for employment.

C. Notwithstanding any other provision of this chapter, it is not an unlawful discriminatory practice:

1. For (i) an employer to hire and employ employees; (ii) an employment agency to classify, or refer for employment, any individual; (iii) a labor organization to classify its membership or to classify or refer for employment any individual; or (iv) an employer, labor organization, or joint apprenticeship committee to admit or employ any individual in any apprenticeship or other training program on the basis of such individual's religion, sex, or age in those certain instances where religion, sex, or age is a bona fide occupational qualification reasonably necessary to the normal operation of that particular employer, employment agency, labor organization, or joint apprenticeship committee;

2. For an elementary or secondary school or institution of higher education to hire and employ employees of a particular religion if such elementary or secondary school or institution of higher education is, in whole or in substantial part, owned, supported, controlled, or managed by a particular religion or by

1146 a particular religious corporation, association, or society or if the curriculum of such elementary or
1147 secondary school or institution of higher education is directed toward the propagation of a particular
1148 religion;

1149 3. For an employer to apply different standards of compensation, or different terms, conditions, or
1150 privileges of employment, pursuant to a bona fide seniority or merit system, or a system that measures
1151 earnings by quantity or quality of production, or to employees who work in different locations, provided
1152 that such differences are not the result of an intention to discriminate because of race, color, religion, sex,
1153 sexual orientation, gender identity, marital status, pregnancy, childbirth or related medical conditions, age,
1154 military status, disability, or national origin;

1155 4. For an employer to give and to act upon the results of any professionally developed ability test,
1156 provided that such test, its administration, or an action upon the results is not designed, intended, or used
1157 to discriminate because of race, color, religion, sex, sexual orientation, gender identity, marital status,
1158 pregnancy, childbirth or related medical conditions, age, military status, disability, or national origin;

1159 5. For an employer to provide reasonable accommodations related to disability, pregnancy,
1160 childbirth or related medical conditions, and lactation, when such accommodations are requested by the
1161 employee; or

1162 6. For an employer to condition employment or premises access based upon citizenship where the
1163 employer is subject to any requirement imposed in the interest of the national security of the United States
1164 under any security program in effect pursuant to or administered under any statute or regulation of the
1165 federal government or any executive order of the President of the United States.

1166 D. Nothing in this chapter shall be construed to require any employer, employment agency, labor
1167 organization, or joint apprenticeship committee to grant preferential treatment to any individual or to any
1168 group because of such individual's or group's race, color, religion, sex, sexual orientation, gender identity,
1169 marital status, pregnancy, childbirth or related medical conditions, age, military status, disability, or
1170 national origin on account of an imbalance that may exist with respect to the total number or percentage
1171 of persons of any race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy,
1172 childbirth or related medical conditions, age, military status, disability, or national origin employed by

1173 any employer, referred or classified for employment by any employment agency or labor organization,
1174 admitted to membership or classified by any labor organization, or admitted to or employed in any
1175 apprenticeship or other training program, in comparison with the total number or percentage of persons of
1176 such race, color, religion, sex, sexual orientation, gender identity, marital status, pregnancy, childbirth or
1177 related medical conditions, age, military status, disability, or national origin in any community.

1178 E. The provisions of this section shall not apply to the employment of individuals of a particular
1179 religion by a religious corporation, association, educational institution, or society to perform work
1180 associated with its activities.

1181 **§ 40.1-100. Certain employment prohibited or limited.**

1182 A. No child under 18 years of age shall be employed, permitted, or suffered to work:

1183 1. In any mine, quarry, tunnel, underground scaffolding work; in or about any plant or
1184 establishment manufacturing or storing explosives or articles containing explosive components; in any
1185 occupation involving exposure to radioactive substances or to ionizing radiations including X-ray
1186 equipment;

1187 2. At operating or assisting to operate any grinding, abrasive, polishing or buffing machine, any
1188 power-driven metal forming, punching or shearing machine, power-driven bakery machine, power-driven
1189 paper products machine, any circular saw, band saw or guillotine shear, or any power-driven woodworking
1190 machine;

1191 3. In oiling or assisting in oiling, wiping and cleaning any such machinery;

1192 4. In any capacity in preparing any composition in which dangerous or poisonous chemicals are
1193 used;

1194 5. In any capacity in the manufacturing of paints, colors, white lead, or brick tile or kindred
1195 products, or in any place where goods of alcoholic content are manufactured, bottled, or sold for
1196 consumption on the premises except in places (i) licensed pursuant to subdivision 6 of § 4.1-206.1,
1197 provided that a child employed at the premises shall not serve or dispense in any manner alcoholic
1198 beverages or (ii) where the sale of alcoholic beverages is merely incidental to the main business actually
1199 conducted, or to deliver alcoholic goods;

- 1200 6. In any capacity in or about excavation, demolition, roofing, wrecking or shipbreaking
1201 operations;
- 1202 7. As a driver or a helper on an automobile, truck, or commercial vehicle; however, children who
1203 are at least 17 years of age may drive automobiles or trucks on public roadways if:
- 1204 a. The automobile or truck does not exceed 6,000 pounds gross vehicle weight, the vehicle is
1205 equipped with seat belts for the driver and any passengers, and the employer requires the employee to use
1206 the seatbelts when driving the automobile or truck;
- 1207 b. Driving is restricted to daylight hours;
- 1208 c. The employee has a valid State license for the type of driving involved and has no record of any
1209 moving violations at the time of hire;
- 1210 d. The employee has successfully completed a State-approved driver education course;
- 1211 e. The driving does not involve: (i) the towing of vehicles; (ii) route deliveries or route sales; (iii)
1212 the transportation for hire of property, goods, or passengers; (iv) urgent, time-sensitive deliveries; or (v)
1213 the transporting at any time of more than three passengers, including the employees of the employer;
- 1214 f. The driving performed by the employee does not involve more than two trips away from the
1215 primary place of employment in any single day for the purpose of delivering goods of the employee's
1216 employer to a customer;
- 1217 g. The driving performed by the employee does not involve more than two trips away from the
1218 primary place of employment in any single day for the purpose of transporting passengers, other than
1219 employees of the employer;
- 1220 h. The driving takes place within a 30-mile radius of the employee's place of employment; and
- 1221 i. The driving is only occasional and incidental to the employee's employment and involves no
1222 more than one third of the employee's work time in any workday and no more than 20 percent work time
1223 in any work week;
- 1224 8. In logging or sawmilling, or in any lath mill, shingle mill or cooperage-stock mill, or in any
1225 occupation involving slaughtering, meatpacking, processing or rendering;

1226 9. In any occupation determined and declared hazardous by rules and regulations promulgated by
1227 the Commissioner of Labor and Industry, except as otherwise provided in subsection D.

1228 Notwithstanding the provisions of this section, children 16 years of age or older who are serving a
1229 voluntary apprenticeship as provided in ~~Chapter 6 (§ 40.1-117 et seq.) of this title~~ Article 3 (§ 2.2-2044 et
1230 seq.) of Chapter 20.2 of Title 2.2 may be employed in any occupation in accordance with rules and
1231 regulations promulgated by the Commissioner.

1232 B. Except as part of a regular work-training program in accordance with §§ 40.1-88 and 40.1-89,
1233 no child under 16 years of age shall be employed, permitted or suffered to work:

1234 1. In any manufacturing or mechanical establishment, in any commercial cannery; in the operation
1235 of any automatic passenger or freight elevator; in any dance studio; or in any hospital, nursing home,
1236 clinic, or other establishment providing care for resident patients as a laboratory helper, therapist, orderly,
1237 or nurse's aide; in the service of any veterinarian while treating farm animals or horses; in any warehouse;
1238 in processing work in any laundry or dry cleaning establishment; in any undertaking establishment or
1239 funeral home; in any curb service restaurant, in hotel and motel room service; in any brick, coal or lumber
1240 yard or ice plant or in ushering in theaters. Children 14 years of age or more may be engaged in office
1241 work of a clerical nature in bona fide office rooms in the above types of establishments.

1242 2. In any scaffolding work or construction trade; or in any outdoor theater, cabaret, carnival, fair,
1243 floor show, pool hall, club, or roadhouse; or as a lifeguard at a beach.

1244 C. Children 14 years of age or more may be employed by dry cleaning or laundry establishments
1245 in branch stores where no processing is done on the premises, and in hospitals, nursing homes, and clinics
1246 where they may be engaged in kitchen work, tray service or room and hall cleaning. Children 14 years of
1247 age or more may be employed in bowling alleys completely equipped with automatic pin setters, but not
1248 in or about such machines, and in soda fountains, restaurants and hotel and motel food service
1249 departments. Children 14 years of age or more may work as gatekeepers and in concessions at swimming
1250 pools and may be employed by concessionaires operating on beaches where their duties and work pertain
1251 to the handling and distribution of beach chairs, umbrellas, floats and other similar or related beach
1252 equipment.

1253 D. Notwithstanding any other provision of this chapter:

1254 1. Children age 16 years or older employed on farms, in gardens or in orchards may operate, assist
1255 in operating, or otherwise perform work involving a truck, excluding a tractor trailer, or farm vehicle as
1256 defined in § 46.2-1099, in their employment;

1257 2. Children age 14 years or older employed on farms, in gardens or in orchards may perform work
1258 as a helper on a truck or commercial vehicle in their employment, while engaged in such work exclusively
1259 on a farm, in a garden or in an orchard;

1260 3. Children age 16 years or older may participate in all activities of a volunteer fire company;
1261 however, any such child shall not enter a burning structure or a structure which contains burning materials
1262 prior to obtaining certification under National Fire Protection Association 1001, level one, fire fighter
1263 standards, pursuant to the provisions of clause (i) of subsection A of § 40.1-79.1, except where entry into
1264 a structure that contains burning materials is during training necessary to attain certification under National
1265 Fire Protection Association 1001, level one, firefighter standards, as administered by the Department of
1266 Fire Programs.

1267 **§ 54.1-1101. Exemptions; failure to obtain certificate of occupancy; penalties.**

1268 A. The provisions of this chapter shall not apply to:

1269 1. Any governmental agency performing work with its own forces;

1270 2. Work bid upon or undertaken for the armed services of the United States under the Armed
1271 Services Procurement Act;

1272 3. Work bid upon or undertaken for the United States government on land under the exclusive
1273 jurisdiction of the federal government either by statute or deed of cession;

1274 4. Work bid upon or undertaken for the Department of Transportation on the construction,
1275 reconstruction, repair, or improvement of any highway or bridge;

1276 5. Any other persons who may be specifically excluded by other laws but only to such an extent
1277 as such laws provide;

1278 6. Any material supplier who renders advice concerning use of products sold and who does not
1279 provide construction or installation services;

- 1280 7. Any person who performs or supervises the construction, removal, repair, or improvement of
1281 no more than one primary residence owned by him and for his own use during any 24-month period;
- 1282 8. Any person who performs or supervises the construction, removal, repair, or improvement of a
1283 house upon his own real property as a bona fide gift to a member of his immediate family provided such
1284 member lives in the house. For purposes of this section, "immediate family" includes one's mother, father,
1285 son, daughter, brother, sister, grandchild, grandparent, mother-in-law, and father-in-law;
- 1286 9. Any person who performs or supervises the repair or improvement of industrial or
1287 manufacturing facilities, or a commercial or retail building, for his own use;
- 1288 10. Any person who performs or supervises the repair or improvement of residential dwelling units
1289 owned by him that are subject to the Virginia Residential Landlord and Tenant Act (§ 55.1-1200 et seq.);
- 1290 11. Any owner-developer, provided that any third-party purchaser is made a third-party beneficiary
1291 to the contract between the owner-developer and a licensed contractor whereby the contractor's obligation
1292 to perform the contract extends to both the owner-developer and the third party;
- 1293 12. Work undertaken by students as part of a career and technical education project as defined in
1294 § 22.1-228 established by any school board in accordance with Article 5 (§ 22.1-228 et seq.) of Chapter
1295 13 of Title 22.1 for the construction of portable classrooms or single family homes;
- 1296 13. Any person who performs the removal of building detritus or provides janitorial, cleaning, or
1297 sanitizing services incidental to the construction, removal, repair, or improvement of real property;
- 1298 14. Any person who is performing work directly under the supervision of a licensed contractor and
1299 is (i) a student in good standing and enrolled in a public or private institution of higher education, (ii) a
1300 student enrolled in a career training or technical education program, or (iii) an apprentice as defined in §
1301 ~~40.1-120~~ 2.2-2044; and
- 1302 15. Work undertaken by a person providing construction, remodeling, repair, improvement,
1303 removal, or demolition valued at \$25,000 or less per project on behalf of a properly licensed contractor,
1304 provided that such contractor holds a valid license in the (i) residential building, (ii) commercial building,
1305 or (iii) home improvement building contractor classification. However, any construction services that

1306 require an individual license or certification shall be rendered only by an individual licensed or certified
1307 in accordance with this chapter.

1308 All other contractors performing work for any government or for any governmental agency are
1309 subject to the provisions of this chapter and are required to be licensed as provided herein.

1310 B. Any person who is exempt from the provisions of this chapter as a result of subdivision A 7,
1311 10, 11, or 12 shall obtain a certificate of occupancy for any building constructed, repaired or improved by
1312 him prior to conveying such property to a third-party purchaser, unless such purchaser has acknowledged
1313 in writing that no certificate of occupancy has been issued and that such purchaser consents to acquire the
1314 property without a certificate of occupancy.

1315 C. Any person who is exempt from the provisions of this chapter as a result of subdivision 7, 8, 9,
1316 10, 11, 12, or 14 of subsection A shall comply with the provisions of the Uniform Statewide Building
1317 Code (§ 36-97 et seq.).

1318 D. Any person who violates the provisions of subsection B or C shall be guilty of a Class 1
1319 misdemeanor. The third or any subsequent conviction of violating subsection B or C during a 36-month
1320 period shall constitute a Class 6 felony.

1321 **§ 60.2-105. Publication and distribution of law, regulations, etc.**

1322 The Commission shall cause to be ~~printed~~ readily available for distribution to the public the text
1323 of this title, the Commission's regulations and general rules, its annual reports to the Governor, and any
1324 other material the Commission deems relevant and suitable. The Commission shall furnish these materials
1325 to any person upon request.

1326 **§ 60.2-111. Duties and powers of Commission; reporting requirements.**

1327 A. It shall be the duty of the Commission to administer this title. The Commission may establish
1328 separate divisions as necessary to carry out the duties and powers prescribed by this section. It shall have
1329 power and authority to adopt, amend, or rescind such rules and regulations, to employ such persons, make
1330 such expenditures, require such reports, make such investigations, and take such other action, including
1331 the appointment of advisory groups, as it deems necessary or suitable to that end. Such rules and
1332 regulations shall be subject to the provisions of Chapter 40 (§ 2.2-4000 et seq.) of Title 2.2, except as to

the subject matter of subdivisions 2 and 3 of § 60.2-515, which shall become effective in the manner prescribed by § 2.2-4103. The Commission shall determine its own organization and methods of procedure in accordance with provisions of this title, and shall have an official seal which shall be judicially noticed.

B. The Commission shall take all necessary steps to maintain a solvent trust fund financed through equitable employer taxes that provides temporary partial income replacement to involuntarily unemployed covered workers.

C. The Commission shall prepare an annual balance sheet of the moneys in the fund and in the Unemployment Trust Fund to the credit of the Commonwealth in which there shall be provided, if possible, a reserve against the liability in future years to pay benefits in excess of the then-current taxes. That reserve shall be set up by the Commission in accordance with accepted actuarial principles on the basis of statistics of employment, business activity, and other relevant factors for the longest possible period. Whenever the Commission believes that a change in tax or benefit rates is necessary to protect the solvency of the Fund, it shall promptly so inform the Governor and the General Assembly and make recommendations with respect thereto.

~~C.~~ D. In preparing the annual balance sheet required by subsection ~~B~~ C, the Commission shall regularly track metrics related to unemployment insurance benefits, establish a mechanism to help assess the adequacy of benefits, and examine metrics related to reciprocity, average benefit levels, and benefit income replacement ratios. The annual balance sheet shall include the following calculations: (i) the average unemployment insurance benefit levels, (ii) the average income replacement of unemployment insurance benefits, and (iii) the reciprocity rate for unemployment insurance benefits in the Commonwealth.

~~D.~~ E. The Commission, as part of its biennial strategic plan submitted to the Department of Planning and Budget, shall develop and maintain a comprehensive unemployment insurance Resiliency Plan that describes specific actions the Commission will take, depending on the level of increase in unemployment insurance (UI) claims, to address staffing, communications, and other relevant aspects of operations to ensure continued efficient and effective administration of the UI program. The Resiliency

1359 Plan shall include proposed actions consistent with the following objectives to effectively prepare for
1360 periods of high unemployment:

1361 1. Develop specific strategies or steps the Commission will take to modify staffing levels in
1362 response to incidents that increase UI program demand. These strategies or steps shall (i) include a staffing
1363 plan for varying levels of UI workload volume, (ii) cover several scenarios that may affect UI assistance
1364 services, (iii) explain how existing staff would be reallocated to high-priority functions in response to high
1365 demand, and (iv) describe how the Commission's hiring process will be streamlined to fill key vacant
1366 positions such as adjudication and appeals staff.

1367 2. Develop specific strategies or steps the Commission will take to modify policies, procedures, or
1368 processes in response to high demands on its services.

1369 3. Outline a strategy for clearly communicating key UI program changes to customers. This
1370 strategy shall indicate which staff will be responsible for different types of communications and include
1371 several communications goals, such as clearly conveying UI program and policy changes.

1372 4. Outline a strategy for clearly communicating important UI information to Commission staff, the
1373 public, and the General Assembly.

1374 5. Formalize a policy for prioritizing and assigning claims for adjudication during periods of high
1375 claims volume. This policy shall detail how prioritization may change in response to claims volume and
1376 state that the policy of the Commission is to generally prioritize resolving older claims before newer
1377 claims.

1378 6. Identify other tactical actions to be taken to ensure the continuity of UI claims processing and
1379 customer service.

1380 **§ 60.2-631. Board of Review.**

1381 A. The Commissioner, in his discretion, is hereby authorized to appoint a Board of Review
1382 consisting of three members, one of whom shall be designated chairman for a term of six years. The terms
1383 of the members first taking office shall be two, four, and six years, respectively, as designated by the
1384 Commissioner at the time of the appointment. Vacancies shall be filled by appointment by the
1385 Commissioner for the unexpired term. During his term of membership on the Board no member shall

1386 serve as an officer or committee member of any political organization. The members of the Board shall
1387 be compensated in a manner determined by the Commission. The Commission shall furnish the Board
1388 such stenographic and clerical assistance as the Board may require. All compensation of the members of
1389 the Board and all necessary expenses for the operation thereof shall be paid out of the administrative fund
1390 provided for in §§ 60.2-306 ~~through 60.2-309~~, 60.2-307, and 60.2-308 and §§ 60.2-311 ~~through, 60.2-~~
1391 312, and 60.2-313. The Commissioner may at any time, after notice and hearing, remove any member for
1392 cause. The Commissioner may, after thirty days' notice to the members of the Board and upon a finding
1393 that the Board is no longer needed, abolish the same.

1394 B. 1. The Board shall meet upon the call of the chairman. It shall have the same powers and perform
1395 the same functions vested in the Commission in this title for review of decisions by an appeal tribunal,
1396 including the power to administer oaths and affirmations, take depositions, certify to official acts, and
1397 issue subpoenas to compel the attendance of witnesses and the production of books, papers,
1398 correspondence, memoranda and other records deemed necessary as evidence in connection with disputed
1399 claims.

1400 2. The Board may hold its hearings in the county or city where the claimant was last employed,
1401 except that hearings involving the provisions of subdivision A 2 of § 60.2-612 shall be held in the county
1402 or city where the claimant was last employed. When the same or substantially similar evidence is relevant
1403 and material to matters in issue in claims by more than one individual or in claims by a single individual
1404 with respect to two or more weeks of unemployment, the same time and place for considering each such
1405 claim may be fixed, hearings thereon jointly conducted, and a single record of the proceedings made.

1406 C. The Commission may issue such regulations as it deems necessary for the procedure of the
1407 Board in the conduct of its hearings. During the time the Board is organized under authority of the
1408 Commissioner, the Commission shall have no jurisdiction under § 60.2-622. Any decision of the Board
1409 shall become final ten days after the date of notification or mailing and judicial review shall be permitted
1410 the claimant, the Commission or any interested party claiming to be aggrieved. In any judicial action
1411 involving any such decision the Commission shall be represented by the Office of the Attorney General.
1412 Any decision of the Board from which no judicial review is sought within the time prescribed in § 60.2-

1413 625 shall be conclusive against any party to the hearing before the Board and the Commission in any
1414 subsequent judicial proceedings involving liability for taxes under this title.

1415 D. Within the time specified in § 60.2-625 the Commission, or any party to the proceedings before
1416 the Board, may obtain judicial review by filing in the circuit court of the county or city in which the
1417 individual who filed the claim was last employed, in the Commonwealth, a petition for review of such
1418 decision. In any such proceeding any other party to the proceeding shall be made a party respondent. The
1419 Commission shall be deemed to be a party to any such proceeding. The petition need not be verified. A
1420 copy of such petition shall be served upon the Commission and each party to the proceeding held before
1421 the Board at least thirty days prior to the placing of the petition upon the docket. The mailing of a copy of
1422 such petition to each party at his last known address shall be sufficient service. The Commission shall file
1423 along with its petition or answer a certified copy of the record of the case, including all documents and
1424 papers and a transcript of all testimony taken in the matter, together with the Board's findings, conclusions
1425 and decision therein.

1426 E. In any proceeding under this section the Board's findings of facts, if supported by the evidence
1427 and in the absence of fraud, shall be conclusive and the jurisdiction of the court shall be confined to
1428 questions of law. The court may order additional evidence to be taken by the Board, which such additional
1429 evidence, findings of fact or conclusions, together with the additional transcript of the record, shall be
1430 certified by the chairman of the Board and filed by him with the court. Such petition for review shall be
1431 heard in a summary manner and shall have preference over all other cases on the docket, except cases in
1432 which the Commonwealth is a party.

1433 F. An appeal may be taken from the decision of such court to the Court of Appeals in conformity
1434 with Part Five A of the Rules of Supreme Court and other applicable laws. From any such decision
1435 involving (i) the provisions of § 60.2-612 or § 60.2-618, (ii) whether an employing unit constitutes an
1436 employer or (iii) whether services performed for or in connection with the business of an employing unit
1437 constitute employment for such employing unit, the Court of Appeals shall have jurisdiction to review
1438 such decision regardless of the amount involved in any claim for benefits. It shall not be necessary, in any
1439 proceeding before the Board, to enter exceptions to its ruling, and no bond shall be required upon any

1440 appeal to any court. Upon the final determination of such judicial proceeding, the Board shall enter an
1441 order in accordance with such determination.

1442 **2. That Chapter 6 (§§ 40.1-117 through 40.1-127) of Title 40.1, §§ 23.1-903.4, 60.2-110, 60.2-113,**
1443 **60.2-113.1, 60.2-309, and 60.2-310, and Chapter 4 (§§ 60.2-400, 60.2-400.1, and 60.2-401) of Title**
1444 **60.2 of the Code of Virginia are repealed.**

1445 **3. That the Governor may transfer appropriations or portions thereof within the Virginia**
1446 **Community College System, the Virginia Employment Commission, the State Council of Higher**
1447 **Education for Virginia, the Department of Education, and the Department of Labor and Industry,**
1448 **or from any such agency to another, to support the changes in organization or responsibility**
1449 **resulting from moving the following programs to the Department of Workforce Development and**
1450 **Advancement established pursuant to § 2.2-2035 of the Code of Virginia, as created by this act: (i)**
1451 **the Workforce Innovation and Opportunity Act of 2014 (P.L. 113-128) Titles I and III; (ii) the Trade**
1452 **Adjustment Assistance Program; (iii) the Jobs for Veterans State Grant program; (iv) the**
1453 **Reemployment Services and Eligibility Assessment program; (v) registered apprenticeship**
1454 **programs and other apprenticeship programs; (vi) the Virginia Career Works Referral Portal and**
1455 **Workforce Data Trust; (vii) the Virginia Workforce Connection; (viii) labor market information**
1456 **services; (ix) Virginia Voyager; (x) the Innovative Internship Fund and Program; (xi)**
1457 **Network2Work; and (xii) the Hampton Roads Skilled Trades Rapid On-Ramp Network for**
1458 **Growth.**

1459 **4. That the Governor may transfer any employee within the Virginia Community College System,**
1460 **the Virginia Employment Commission, the State Council of Higher Education for Virginia, and the**
1461 **Department of Labor and Industry, or from any such agency to another, to support the changes in**
1462 **organization or responsibility resulting from moving the programs listed in the third enactment of**
1463 **this act to the Department of Workforce Development and Advancement established pursuant to §**
1464 **2.2-2035 of the Code of Virginia, as created by this act.**

1465 **5. That during the interim period between July 1, 2023, and the formal establishment of the**
1466 **Department of Workforce Development and Advancement (the Department), established pursuant**

1467 to § 2.2-2035 of the Code of Virginia, as created by this act, the Virginia Employment Commission
1468 shall be responsible for conducting all necessary business functions assigned to the Department
1469 pursuant to this act. Formal establishment shall include appointment of the Director of the
1470 Department pursuant to § 2.2-2035 of the Code of Virginia, as created by this act, and achievement
1471 of staffing levels adequate to allow the Department to independently accomplish such business
1472 functions as determined by the Director and the Secretary of Labor.

1473 6. That the regulations of, the Virginia Community College System, the Virginia Employment
1474 Commission, the State Council of Higher Education for Virginia, and the Department of Labor and
1475 Industry relating to any program, service, or function be transferred to the Department of
1476 Workforce Development and Advancement (the Department), established pursuant to § 2.2-2035 of
1477 the Code of Virginia, as created by this act, shall be administered by the Department and shall
1478 remain in full force and effect until the Department promulgates regulations pursuant to this act.

1479 7. That the first report required pursuant to subdivision A 16 of § 2.2-2472 of the Code of Virginia,
1480 as amended by this act, shall be submitted to the Governor and the General Assembly no later than
1481 December 1, 2025.

1482 8. That the Secretary of Labor shall conduct a comprehensive review of the Commonwealth's
1483 workforce development programs and provide recommendations to address a wide range of
1484 subjects relating to improving the effectiveness and efficiency of such programs, including (i) the
1485 adequacy of collaboration among such programs; (ii) the organization, powers, and duties of the
1486 Department of Workforce Development and Advancement, established pursuant to § 2.2-2035 of
1487 the Code of Virginia, as created by this act; (iii) the operations of the local workforce investment
1488 boards and the geographic areas served by such boards; and (iv) the proper role of the Virginia
1489 Community College System in supporting workforce development efforts. The Secretary of Labor
1490 shall submit a preliminary report to the Governor and the General Assembly by November 30, 2023.
1491 The final report shall be submitted to the Governor and the General Assembly by June 30, 2025.

1492 9. That the Secretary of Labor (the Secretary) shall convene a stakeholder work group consisting
1493 of representatives from the agencies affected by the transfer of programs pursuant to this act, local

1494 workforce boards, the business community, labor organizations, and any other representatives
1495 deemed appropriate by the Secretary, for the purpose of advising the Secretary during the program
1496 transition period between July 1, 2023, through June 30, 2024.

1497 10. That, to the extent practicable, the Director of the Department of Workforce Development and
1498 Advancement (the Department), established pursuant to § 2.2-2035 of the Code of Virginia, as
1499 created by this act, or the Governance Council of the Workforce Data Trust may enter into a
1500 research agreement with the Office of Education and Labor Market Alignment on or before
1501 December 1, 2023, for the purposes of assisting the Governor, the Department, the Virginia Board
1502 of Workforce Development, and the General Assembly with research on the outcomes and
1503 performance of Virginia's workforce programs and their alignment to Virginia's labor market.

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