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**HOUSE BILL NO. 422**

AMENDMENT IN THE NATURE OF A SUBSTITUTE  
(Proposed by the House Committee on Counties, Cities and Towns  
on January 31, 2014)

(Patron Prior to Substitute—Delegate Davis)

*A BILL to prohibit certain local government practices that would require contractors to provide compensation or benefits beyond those required under state or federal law.*

**Be it enacted by the General Assembly of Virginia:**

*1. § 1. That no local governing body shall establish provisions related to the procurement of tangible products, or the construction or maintenance of city buildings and infrastructure, that would require a wage floor or any other employee benefit or compensation, above what is otherwise required by state or federal law, to be provided by a contractor to one or more of the contractor's employees as part of a contract with the locality. As used in this act, "maintenance" means the physical upkeep of city infrastructure and facilities and does not include landscaping or janitorial services.*

*The provisions of this act shall not impact service contracts between a locality and another party that were executed prior to January 31, 2014, or the renewal or future rebids of services thereof.*

*The provisions of this act shall not prohibit a locality from entering into contracts for economic development incentives in which the company receiving the incentives is required to maintain a certain stated wage level for its employees.*

HOUSE SUBSTITUTE

HB422H1