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HOUSE BILL NO. 1098

AMENDMENT IN THE NATURE OF A SUBSTITUTE

(Proposed by the Senate Committee on Finance and Appropriations
on February 29, 2024)

(Patron Prior to Substitute—Delegate Rasoul)

A BILL to direct the Department of Labor and Industry, in consultation with the Department of Human Resource Management, to study employer-provided unpaid family bereavement leave.

Be it enacted by the General Assembly of Virginia:

1. § 1. The Department of Labor and Industry (the Department), in consultation with the Department of Human Resource Management, shall convene a work group to study employer-provided unpaid family bereavement leave. In its study, the Department shall consider (i) the amount of unpaid family bereavement leave to be provided during any 12-month period, (ii) circumstances under which unpaid family bereavement leave shall be applicable, (iii) notice requirements for an employee taking unpaid family bereavement leave, (iv) documentation requirements for employers providing unpaid family bereavement leave, and (v) circumstances that necessitate the provision of additional unpaid family bereavement leave. The Department shall also consider (a) providing certain exceptions for a religious employer providing unpaid family bereavement leave, (b) the prevention of retaliatory action against an employee for using unpaid family bereavement leave, and (c) potential enforcement mechanisms. The Department shall submit to the Chairs of the House Committees on Appropriations and Labor and Commerce and the Senate Committees on Finance and Appropriations and Commerce and Labor an executive summary and a report of its findings and recommendations no later than November 1, 2024. The executive summary and report shall be submitted as provided in the procedures of the Division of Legislative Automated Systems for the processing of legislative documents and reports no later than the first day of the 2025 Regular Session of the General Assembly and shall be posted on the General Assembly's website.