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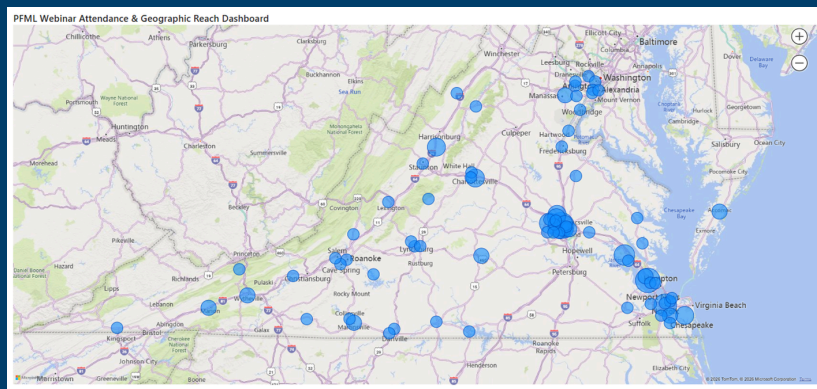
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Virginia Paid Family & Medical Leave Newsletter

Welcome to the first edition of the Virginia Paid Family and Medical Leave newsletter. On the first Monday of each month, we'll share the latest information on the development and implementation of Virginia's new Paid Family and Medical Leave (PFML) program.

We're starting with a thank you.

This summer, the Virginia Employment Commission (VEC) hosted nine virtual listening sessions to hear directly from workers, employers, small businesses, healthcare providers, advocates, insurers and other stakeholders. More than 2,000 people registered, and we received more than 200 comments from across the Commonwealth.



Your feedback gave us valuable insight into the questions, concerns and practical issues Virginians want addressed as the program is developed.

What We Heard

While each listening session focused on a different audience, several themes came up repeatedly:

- **Clear rules and timelines.** Participants want to understand how eligibility, job protection, contributions and other program requirements will work and they want to have enough time to prepare.

- **Coordination with existing benefits.** Many questions focused on how PFML will interact with FMLA, disability benefits, employer-provided leave, health coverage and other programs.
- **Where workers are covered.** Participants asked how PFML eligibility will apply to people who live in Virginia but work in another state, work remotely, or split their work between Virginia and neighboring states. They also raised questions about how the rules will apply to employers with workers in multiple states.
- **Simple, timely claims administration.** Workers emphasized timely benefit payments and an easy-to-use application process, while employers emphasized timely notification and clear procedures.
- **Support for employers.** Employers raised questions about payroll, the small-employer threshold, private plans and administrative requirements.
- **Accessibility and clear communication.** Participants asked for plain-language information, accessible systems and materials, FAQs, training and resources for workers and employers.
- **Clear documentation and verification requirements.** Stakeholders raised questions about medical certification, documentation and program integrity.

Your Feedback Is Informing the Next Steps

The listening sessions were designed to help VEC better understand the issues that matter most to Virginia workers, employers, healthcare providers, and community leaders as we move from legislation to implementation. The feedback we received is helping our team develop our PFML Proposed Regulation and our educational materials.

We also heard clearly that you want information that is easy to find and understand. Based on the questions and feedback received during the sessions, we have updated our [PFML Frequently Asked Questions \(FAQs\)](#) to provide additional information and clarity where it is available.

There will be more opportunities to share your thoughts and expertise as we build this program. We'll use this monthly newsletter to keep you informed about important developments, upcoming opportunities for engagement and new resources.

Thank you to everyone who participated, submitted comments and shared your perspective. Your input is helping shape Virginia's Paid Family and Medical Leave program.

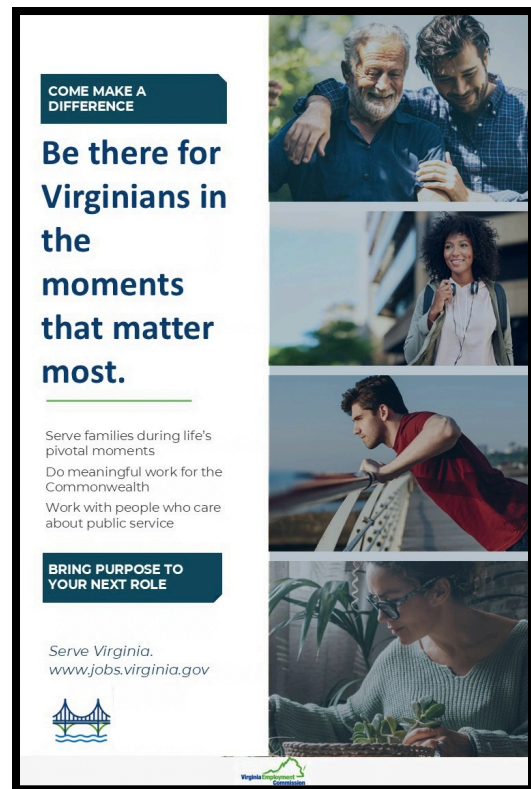
Job Opportunities

The Virginia Employment Commission needs your help as we build out our Paid Family and Medical Leave Program.

Over the next several months, there will be many roles to fill and opportunities to serve families during life's most pivotal moments.

We ask that you follow VEC on [social media](#) or periodically check for listings [here](#).

You may reach out to our recruiter at careers@vec.virginia.gov



Want VEC to attend your event?

If you would like a VEC staff member to attend a meeting or event to provide a legislative update in the coming months, please fill out this form [here](#).

Learn More

If you missed our PFML listening sessions, you can watch recordings here: <https://www.vec.virginia.gov/pfml-videos>

Following our listening sessions, we created PFML FAQs to address some common questions-- see the latest version [here](#).

Here when it matters.

Starting in late 2028, caregivers may apply to Virginia's new Paid Family and Medical Leave Program for benefits if they take time off work to help a family member recover from a serious health condition.



LEARN MORE:

www.vec.virginia.gov/pfml