

# Virginia



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| <b>Date law enacted</b>         | Paid Family Leave (PFL) enacted 4/7/2022 and effective 7/1/2022  |
| <b>Type of law</b>              | <p>Establishes family leave insurance as a class of insurance. These benefits are voluntary for employers. Code of VA § 38.2-107.2</p> <p>§ 38.2-135 Classes of insurance companies may be licensed to write - amended</p> <p>§ 38.2-316 Policy forms to be filed with Commission - amended</p> <p>§ 38.2-1800 Definitions - amended</p> |
| <b>Benefits can be used for</b> | Family leave insurance may replace all or part of an employee's income loss due to the following events: the birth of a child or adoption of a child by the employee, placement of a child with the employee for foster care, care of a family member of the employee who has a serious health condition, or military exigency.          |
| <b>Coverage Options</b>         | Voluntary fully insured Paid Family Leave benefits available for insurance carriers to offer as a rider to a short-term disability policy, included in a short-term disability policy, or as a standalone policy.  |
| <b>Benefits</b>                 | The insurance codes do not establish minimum standards for duration or percentage of wages replaced in family leave insurance other than the absence reasons listed above.   |
| <b>Contributions</b>            | Voluntary offering. No mandatory payroll contributions to support a state program.   |
| <b>What happens next</b>        | Virginia's Commissioner of Insurance will provide guidelines for insurance carriers who wish to offer the coverage. All policy forms and premium rates must be filed and approved by the Insurance Commission.   |
| <b>Key Dates</b>                | <p>April 7, 2022 – Governor signed</p> <p>July 1, 2022 – Law is effective</p>  |

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