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FOR IMMEDIATE RELEASE

VEC Issues Notice of Intended Regulatory Action for Paid Family and Medical Leave Insurance Program

RICHMOND, VA – June 15, 2026 – This morning, the Virginia Employment Commission's Notice of Intended Regulatory Action (NOIRA) in connection with the newly enacted Paid Family and Medical Leave (PFML) Insurance Program was officially published in the Virginia Register of Regulations and posted to the Virginia Regulatory Town Hall site. The NOIRA can be found [here](#).

This notice is an important step in Virginia's implementation of the PFML Insurance Program. As required under Chapters 981 and 1093 of the 2026 Acts of Assembly, the VEC is beginning the regulatory process needed to establish and administer the program. The PFML Insurance Program will provide up to 12 weeks of paid, job protected leave each year to any eligible worker across the Commonwealth under certain conditions and after providing required documentation.

Today, June 15, 2026, marks the first day of a 30-day period during which VEC will receive comments from the public on the NOIRA. VEC will carefully review all comments received during this initial phase as the agency works to develop the draft regulations. Additional opportunities for public input will occur throughout the rulemaking process, including listening sessions and a formal public comment period later when proposed regulations are published.

The deadline for public comment in connection with the NOIRA is July 15, 2026. For more information, please visit the Virginia Regulatory Town Hall website [here](#). To share your comments, submit them directly to VEC by emailing them to: VAPFML_Comments@vec.virginia.gov.

To stay up-to-date on all the PFML updates, upcoming listening sessions and other opportunities for public input, [subscribe](#) to VEC's PFML mailing list.

BACKGROUND

In April, Governor Abigail D. Spanberger and the General Assembly passed legislation establishing Virginia's new Paid Family and Medical Leave (PFML) Insurance Program.

Beginning in 2028, the PFML program will provide job protection and paid time off for life events, such as:

- Caring for a new child (birth, adoption, foster care)
- Recovering from a serious health condition
- Caring for a family member with a serious health condition
- Military family needs
- Domestic violence, sexual assault or stalking

The program will be administered by the Virginia Employment Commission. The legislation establishing Virginia's Paid Family and Medical Leave Insurance Program can be found here: [SB2/HB1207](#).

For more information on VEC and VEC's services, please visit: www.vec.virginia.gov.

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