



April 22, 2026

Virginia Paid Family & Medical Leave FAQ

What is Paid Family and Medical Leave (PFML)?

PFML is a new program that 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

Why is Virginia implementing PFML?

PFML is designed to:

- Help workers stay financially stable during life events
- Support families and caregivers
- Strengthen workforce participation and economic stability
- Provide workers with employment protection

Who will run the program?

The Virginia Employment Commission (VEC) will:

- Establish and administer the program
- Set rates and collect contributions
- Process claims and determine eligibility
- Provide outreach and support to workers and employers

When will it start?

- Program development: 2026–2027
- Payroll contributions begin: April 1, 2028
- Benefits available: December 1, 2028

Who will be covered by PFML?

- Most Virginia workers, including part-time employees and small business workers
- Self-employed individuals can choose to opt in
- State government employees will have a similar benefit
- Employers may offer a private plan instead, if it meets or exceeds PFML benefits, subject to VEC approval

How is it funded?

- PFML is funded through a small payroll contribution paid by covered employers and employees
- The VEC will set the contribution rate each year

Will both employees and employers have to pay?

Yes, in general:

- The contribution is typically split 50/50
- Employers may choose to pay a larger share
- Self-employed individuals who opt in pay the full amount
- Small businesses are exempt from paying employer contributions

How much leave can employees take?

- Eligible workers may receive up to 12 weeks of paid leave

How much pay will employees receive?

Benefits are expected to provide:

- A percentage of weekly wages (approximately 80%)
- Capped at 100% of the statewide average weekly wage

What do employers need to do?

Employers will be responsible for:

- Withholding and submitting contributions
- Providing required employee notices
- Supporting employee leave requests
- Coordinating with payroll systems

Where can I get updates or more information?

- A dedicated PFML webpage featuring resources will be launched
- Employers and workers will receive updates through outreach, webinars, and toolkits
- More details will be shared as the program is finalized