



**COMMONWEALTH of VIRGINIA**  
**DEPARTMENT OF LABOR AND INDUSTRY**

**Gary G. Pan**  
COMMISSIONER

Brookfield Place  
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September 5, 2025

RE: 16VAC15-70, Local Government Union Requirements and Employee Protections

Dear Virginia local government employers, employees, labor organizations, and other stakeholders,

Effective July 30, 2025, 16VAC15-70, Local Government Union Requirements and Employee Protections, has been adopted as a final regulation. In 2020, a legislative change granted counties, cities, or towns the ability to recognize labor organizations. The Department of Labor and Industry has promulgated this regulation to clarify that Virginia's statutes that currently apply to labor union elections, solicitation of union membership, and collection of union dues apply to local government public employers, employees, and labor organizations. The regulation can be reviewed on the Commonwealth's Legislative Information System.

The Department is currently in the process of developing a chapter of the Division of Labor and Employment Law Field Operations Manual (FOM) concerning the new regulation which will cover the agency's interpretation of the regulation and detail how the Department will receive and investigate complaints of alleged violations. Upon finalization, the document will be published in the Virginia Register of Regulations and subject to a 30-day public comment period. In the interim, please direct any questions about the regulation to the Division of Labor and Employment Law at (804) 786-2706 or [laborlaw@doli.virginia.gov](mailto:laborlaw@doli.virginia.gov).

I hope this regulation assists you in understanding the rights and requirements under Virginia's labor laws. You are encouraged to assess any policies or procedures currently in place to ensure they comply with the regulation. It is the Department's mission to make Virginia a better place in which to live, work, and conduct business.

Sincerely,

A handwritten signature in blue ink, appearing to read "Charles Stiff", with a stylized flourish at the end.

Charles Stiff, CSP  
Deputy Commissioner  
Virginia Department of Labor and Industry  
6606 West Broad Street, Suite 500  
Richmond, Virginia 23230