



ACTION CALL



April 6, 2026

URGENT: Tell Governor Spanberger to Strengthen Paid Sick Leave in HB 5/SB 199!

Next week, the extremely flawed [House Bill 5 / Senate Bill 199](#) (HB5/SB199) ([usw.to/5me](#)) is scheduled to be signed into law by Governor Abigail Spanberger. This bill would allow employees to earn paid time off that can be used for personal illness, medical appointments, or to care for family members – helping ensure workers don't have to choose between their health and their paycheck. **While this is an important step forward, the bill falls short in key areas that must be addressed before becoming law.**

As currently written, the bill allows any employer with workers covered under the Longshore and Harbor Workers' Compensation Act (LHWCA) and a collective bargaining agreement to delay providing paid sick leave until that agreement expires or December 31, 2030. This means workers can be denied access to the new minimum standard for years simply because of how some job classifications are defined. For example, members of USW Local 8888 would be excluded from the paid sick leave program. This creates confusion and isn't fair to workers.

Therefore, we need you to urge the Governor of Virginia to send the measure back to the Virginia State House to be amended. The following amendments are crucial:

- Add the word "sick" in front of the word "leave" in line 80 to clearly define and protect the intended use of leave.
- Remove lines 112–116, which create a discriminatory framework for workers.

These changes will help ensure the law is clear, fair, and works as intended for all workers.

ACT NOW: Urge Governor Spanberger to Send HB 5/SB 199 Back to the Virginia State House with an Amendment to Protect Workers!

Visit [usw.to/5md](#) or scan the QR code to send a letter.



Larry R. Ray, Director District 8

For additional questions about this issue or ways to get involved in Rapid Response, contact Chad Conley, USW District 8 Rapid Response Coordinator, at (606) 465-6862 or cconley@usw.org.