

HB1451 • Virginia

Warehouse employers; required disclosures and recordkeeping, civil penalties.

Introduced

Risk: Medium

Sector-Specific

Effective: Aug 01, 2026 | Last Action (Feb 10, 2026): Continued to next session in Labor and Commerce (Voice Vote)

Summary

HB1451 mandates Virginia warehouse employers with 500+ employees to disclose quotas, incentives, and automated monitoring, with recordkeeping and anti-retaliation provisions, including a rebuttable presumption of retaliation for adverse actions within 90 days of protected activities.

Business Impact

If you employ 500 or more warehouse workers in Virginia, you must disclose quotas and monitoring systems by August 1, 2026, or face civil penalties.

Key Provisions

- Employers must disclose quotas, incentives, and automated systems.
- Quotas must account for meal, rest periods, bathroom access, and safety standards.
- Recordkeeping requirements for work-speed data and quota disclosures.
- Prohibits retaliation against employees for protected activities, with a rebuttable presumption for actions within 90 days.
- Enforcement by the Commissioner of Labor and Industry.

Compliance Checklist

- Provide written quota and incentive descriptions to employees | Who: Warehouse employers with 500 or more employees | Penalty: Civil penalties for non-compliance
- Maintain records of personal and aggregated work-speed data | Who: Warehouse employers using quotas | Penalty: Civil penalties for non-compliance

Industries Affected

Logistics

Warehouse

Consumer Protection

Technology

Warehousing

Healthcare

Employment

Topics

AI in Employment

AI Transparency

Bill Sponsors

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Official Source

<https://lis.virginia.gov/bill-details/20261/HB1451>

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