

VOTING RECORD

YOUR LEGISLATORS' VOTING
RECORD ON SMALL BUSINESS
ISSUES | 2025 EDITION

Votes by your state legislators on key small business issues are listed here. Although this Voting Record does not reflect all elements considered by a lawmaker when voting, nor does it represent a complete profile of a legislator, it can be a guide in evaluating your legislator's attitudes toward small business. Please thank those legislators who supported small business.

BOTH CHAMBERS

1. Minimum Wage Increase (2024 – HB 1 /SB 1):

Increase the minimum wage to \$13.50/ hour effective January 1, 2025, and to \$15/hour effective January 1, 2026. **A "NO" vote supports the NFIB position.** Passed the Senate 21-19. Passed the House 51-49. Vetoed by the governor.

2. Vicarious Liability (2025 – HB 1730/SB 894): Expand employer liability for personal injury or wrongful death of vulnerable victims by holding employers vicariously liable based on employee contact likelihood and lack of reasonable care. **A "NO" vote supports the NFIB position.** Passed the Senate 30-7. Passed the House 51-43. Signed by the governor.

3. Virginia Department of Workforce Development and Advancement (2024 – SB 436): The legislation builds upon the 2023 legislation creating the Virginia Department of Workforce Development and Advancement. The bill makes the Department responsible for developing the formula for providing 30 percent of Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker funds. The bill also makes the Office of Education and Labor Market Alignment, in consultation with the Virginia Board of Workforce Development, responsible for establishing the high-demand fields for which noncredit workforce training programs may be offered by eligible educational institutions. **A "YES" vote supports the NFIB position.** Passed the Senate 39-0. Passed the House 98-0. Signed by the governor.

4. Mandatory Paid Leave Tax and Program (2024 – SB 373): Requires the Virginia Employment Commission to establish and administer a paid family and medical leave insurance program with benefits beginning

January 1, 2027. Funding for the program is provided through a tax assessed to employers and employees beginning January 1, 2026. The bill provides that the amount of a benefit is 80 percent of the employee's average weekly wage, capped at 12 weeks a year. Additionally, a state appropriation (\$70m in 2025) is necessary to fund the program until enough tax revenue is generated to cover the costs. **A "NO" vote supports the NFIB position.** Passed the Senate 21-19. Passed the House 50-46. Vetoed by the governor.

5. Minimum Wage Increase (2025 – HB 1928):

Increases the minimum wage to \$13.50 per hour effective January 1, 2026, and to \$15.00 per hour effective January 1, 2027. The bill requires the Commissioner of Labor and Industry to establish an adjusted state hourly minimum wage by October 1, 2027. **A "NO" vote supports the NFIB position.** Passed the Senate 21-19. Passed the House 50-47. Vetoed by the governor.

6. Mandatory Paid Leave Tax and Program (2025 – HB 2531):

Requires the Virginia Employment Commission to establish and administer a paid family and medical leave insurance program with benefits beginning January 1, 2028. Funding for the program is provided through a tax assessed to employers and employees beginning January 1, 2027. The bill provides that the amount of a benefit is 80 percent of the employee's average weekly wage, capped at 12 weeks a year. Additionally, a state appropriation (\$75m in 2026) is necessary to fund the program until enough tax revenue is generated to cover the costs. **A "NO" vote supports the NFIB position.** Passed the Senate 21-18. Passed the House 51-48. Vetoed by the governor.

VOTING KEY

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SENATE VOTING RECORD

Issue Number		1	2	3	4	5	6	%
NFIB Position		N	N	Y	N	N	N	100%
Legislator	District							
Aird, Laschrecse	13	Y	Y	Y	Y	Y	Y	17%
Bagby, Lamont	14	Y	Y	Y	Y	Y	Y	17%
Boysko, Jennifer	38	Y	Y	Y	Y	Y	Y	17%
Carroll Foy, Jennifer	33	Y	Y	Y	Y	Y	Y	17%
Cifers, Luther	10	^	Y	^	^	N	N	N/A
Craig, Christie	19	N	N	Y	N	N	N	100%
Deeds, Creigh	11	Y	*	Y	Y	Y	Y	20%
DeSteph, Bill	20	N	N	Y	N	N	N	100%
Diggs, Danny	24	N	N	Y	N	N	N	100%
Durant, Tara	27	N	*	Y	N	N	N	100%
Ebbin, Adam	39	Y	Y	Y	Y	Y	Y	17%
Favola, Barbara	40	Y	Y	Y	Y	Y	Y	17%
French, Timmy	1	N	Y	Y	N	N	N	83%
Hackworth, Travis	5	N	Y	Y	N	N	N	83%
Hashmi, Ghazala	15	Y	Y	Y	Y	Y	Y	17%
Head, Chris	3	N	N	Y	N	N	N	100%
Jordan, Emily	17	N	N	Y	N	N	N	100%
Locke, Mamie	23	Y	Y	Y	Y	Y	Y	17%
Lucas, Louise	18	Y	Y	Y	Y	Y	Y	17%
Marsden, Dave	35	Y	Y	*	Y	Y	Y	0%
McDougle, Ryan	26	N	Y	Y	N	N	N	83%
McPike, Jeremy	29	Y	Y	Y	Y	Y	Y	17%
Mulchi, Tammy	9	N	N	Y	N	N	N	100%
Obenshain, Mark	2	N	Y	Y	N	N	N	83%
Peake, Mark	8	N	Y	Y	N	N	N	83%
Pekarsky, Stella	36	Y	Y	Y	Y	Y	Y	17%
Perry, Russet	31	N	Y	Y	Y	Y	Y	33%
Pillion, Todd	6	N	Y	Y	N	N	N	83%
Reeves, Bryce	28	N	Y	Y	N	N	N	83%
Roem, Danica	30	Y	Y	Y	Y	Y	Y	17%

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SENATE VOTING RECORD (continued)

Issue Number		1	2	3	4	5	6	%
NFIB Position		N	N	Y	N	N	N	100%
Legislator	District							
Rouse, Aaron	22	Y	Y	Y	Y	Y	Y	17%
Salim, Saddam	37	Y	Y	Y	Y	Y	Y	17%
Srinivasan, Kannan	32	^	Y	^	^	Y	Y	N/A
Stanley, Bill	7	N	*	Y	N	N	*	N/A
Stuart, Richard	25	N	Y	Y	N	N	N	83%
Sturtevant, Glen	12	N	Y	Y	N	N	N	83%
Suetterlein, David	4	N	N	Y	N	N	N	100%
Surovell, Scott	34	Y	Y	Y	Y	Y	Y	17%
VanValkenburg, Schuyler	16	Y	Y	Y	Y	Y	Y	17%
Williams Graves, Angelia	21	Y	Y	Y	Y	Y	Y	17%

HOUSE OF REPRESENTATIVES VOTING RECORD

Issue Number		1	2	3	4	5	7	%
NFIB Position		N	N	Y	N	N	N	100%
Legislator	District							
Anthony, Bonita	92	Y	Y	Y	Y	Y	Y	17%
Arnold, Jed (Open)	46	N	*	Y	N	N	N	100%
Askew, Alex	95	Y	Y	Y	Y	Y	Y	17%
Austin, Terry	37	N	N	Y	N	N	N	100%
Ballard, Jason	42	N	Y	Y	N	N	N	83%
Batten, Amanda	71	N	N	Y	N	N	N	100%
Bennett-Parker, Elizabeth	5	Y	Y	Y	Y	Y	Y	17%
Bloxom, Robert	100	N	N	Y	N	N	N	100%
Bulova, David	11	Y	Y	Y	Y	Y	Y	17%
Callsen, Katrina	54	Y	Y	Y	Y	Y	Y	17%
Campbell, Ellen	36	N	N	Y	N	N	N	100%
Carr, Betsy	78	Y	Y	Y	Y	Y	Y	17%

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HOUSE OF REPRESENTATIVES VOTING RECORD (continued)

Issue Number		1	2	3	4	5	7	%
NFIB Position		N	N	Y	N	N	N	100%
Legislator	District							
Cherry, Mike	74	N	N	Y	N	N	N	100%
Clark, Nadarius	84	Y	Y	Y	Y	Y	Y	17%
Cohen, Laura Jane	15	Y	Y	Y	Y	Y	Y	17%
Cole, Joshua	65	Y	Y	Y	Y	*	Y	20%
Convirs-Fowler, Kelly	96	Y	Y	Y	Y	Y	Y	17%
Cordoza, A.C.	86	N	N	Y	N	N	N	100%
Cousins, Rae	79	Y	Y	Y	Y	Y	Y	17%
Coyner, Carrie	75	N	N	Y	N	N	N	100%
Davis, Will	39	N	Y	Y	N	N	N	83%
Delaney, Karrie	9	Y	Y	Y	Y	Y	Y	17%
Earley, Mark	73	N	N	Y	N	N	N	100%
Ennis, Baxter (Open)	89	N	*	Y	*	N	N	N/A
Feggans, Michael	97	Y	Y	Y	Y	Y	Y	17%
Fowler, Buddy	59	N	N	Y	N	N	N	100%
Freitas, Nick (Open)	62	N	N	Y	N	N	N	100%
Gardner, Debra	76	Y	Y	Y	Y	Y	Y	17%
Garrett, Tom	56	N	N	Y	N	*	N	100%
Gilbert, Todd	33	N	N	Y	N	N	N	100%
Glass, Jackie	93	Y	N	Y	Y	Y	Y	33%
Green, Chad	69	N	N	Y	N	N	N	100%
Griffin, Tim	53	N	N	Y	N	N	N	100%
Hayes, Cliff	91	Y	Y	Y	Y	Y	Y	17%
Helmer, Dan	10	Y	Y	Y	Y	Y	Y	17%
Henson, Rozia	19	Y	Y	Y	Y	Y	Y	17%
Hernandez, Phil	94	Y	Y	Y	Y	Y	Y	17%
Herring, Charniele	4	Y	Y	Y	Y	Y	Y	17%
Higgins, Geary	30	N	N	Y	N	N	N	100%
Hodges, Keith	68	N	N	Y	N	N	N	100%
Hope, Patrick	1	Y	Y	Y	Y	Y	Y	17%
Jones, Michael	77	Y	Y	Y	Y	Y	Y	17%

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Issue Number		1	2	3	4	5	7	%
NFIB Position		N	N	Y	N	N	N	100%
Legislator	District							
Kent, Hillary Pugh	67	N	N	Y	N	N	N	100%
Keys-Gamarra, Karen	7	Y	Y	Y	Y	Y	Y	17%
Kilgore, Terry	45	N	N	Y	N	N	N	100%
Knight, Barry	98	N	N	Y	N	N	*	100%
Krizek, Paul	16	Y	Y	Y	Y	Y	Y	17%
Laufer, Amy	55	Y	Y	Y	Y	Y	Y	17%
Leftwich, Jay	90	N	N	Y	N	N	N	100%
LeVere Bolling, Destiny	80	Y	Y	Y	Y	Y	Y	17%
Lopez, Alphonso	3	Y	Y	Y	Y	Y	Y	17%
Lovejoy, Ian	22	N	N	Y	N	N	N	100%
Maldonado, Michelle	20	Y	Y	Y	Y	Y	Y	17%
Marshall, Danny (Open)	49	N	N	Y	N	N	N	100%
Martinez, Fernando	29	Y	Y	Y	Y	Y	Y	17%
McClure, Adele	2	Y	Y	Y	Y	Y	Y	17%
McNamara, Joe	40	N	N	Y	N	N	N	100%
McQuinn, Delores	81	Y	Y	Y	Y	Y	Y	17%
Milde, Paul	64	N	N	Y	N	N	N	100%
Morefield, Will	43	N	N	Y	N	N	N	100%
Mundon King, Candi	23	Y	Y	Y	Y	Y	Y	17%
Oates, Delores	44	N	N	Y	*	N	N	100%
Obenshain, Chris	31	N	Y	Y	N	N	N	83%
O'Quinn, Israel	41	N	N	Y	N	N	N	100%
Orrock, Bobby	66	N	N	Y	N	N	N	100%
Owen, David	57	N	N	Y	N	N	N	100%
Phillips, Eric	48	N	N	Y	N	N	N	100%
Price, Marcia	85	Y	Y	Y	Y	Y	Y	17%
Rasoul, Sam	38	Y	*	Y	Y	Y	Y	20%
Reaser, Atoosa	27	Y	Y	Y	Y	Y	Y	17%
Reid, David	28	Y	Y	Y	Y	Y	Y	17%
Runion, Chris	35	N	N	Y	N	N	N	100%

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NFIB Position		N	N	Y	N	N	N	100%
Legislator	District							
Scott, Don	88	Y	Y	Y	Y	Y	Y	17%
Scott, Phillip	63	N	N	Y	N	N	N	100%
Seibold, Holly	12	Y	Y	Y	Y	Y	Y	17%
Sewell, Briana	25	Y	Y	Y	Y	Y	Y	17%
Shin, Irene	8	Y	Y	Y	*	Y	Y	20%
Sickles, Mark	17	Y	Y	Y	Y	Y	Y	17%
Simon, Marcus	13	Y	Y	Y	Y	Y	Y	17%
Simonds, Shelly	70	Y	Y	Y	Y	Y	Y	17%
Singh, J.J.	26	^	Y	^	^	Y	Y	N/A
Sullivan, Rip	6	Y	*	Y	Y	Y	Y	20%
Tata, Anne Ferrell	99	N	N	Y	N	N	N	100%
Taylor, Kim	82	N	N	*	N	N	N	100%
Thomas, Josh	21	Y	Y	Y	Y	Y	Y	17%
Torian, Luke	24	Y	Y	Y	Y	Y	Y	17%
Tran, Kathy	18	Y	Y	Y	Y	Y	Y	17%
Wachsmann, Otto	83	N	N	Y	N	N	N	100%
Walker, Wendell	52	N	N	Y	*	N	N	100%
Ward, Jeion	87	Y	Y	*	Y	Y	Y	0%
Ware, Lee	72	N	N	Y	N	N	N	100%
Watts, Vivian	14	Y	Y	Y	Y	Y	Y	17%
Webert, Michael	61	N	N	Y	N	N	N	100%
Wiley, Bill	32	N	N	Y	N	N	N	100%
Willet, Rodney	58	Y	Y	Y	Y	Y	Y	17%
Williams, Wren	47	N	N	Y	N	N	N	100%
Wilt, Tony	34	N	N	Y	N	N	N	100%
Wright, Tommy	50	N	N	Y	N	N	N	100%
Wyatt, Scott	60	N	N	Y	N	N	N	100%
Zehr, Eric	51	N	N	Y	N	N	N	100%