Project Labor Agreements
In 2020, the Virginia General Assembly repealed ABC's fair and open competition law, which goes into effect May 1, 2021.

Prevailing Wage
Yes; 250,000. In 2020, the Virginia General Assembly enacted prevailing wage requirements for public works projects. The law takes effect on May 1, 2021.

Right to Work
Yes.

Public-Private Partnerships
Statute authorizes the use of P3s on horizontals and vertical construction projects, and allows for unsolicited bids.

Workforce Development Incentives
Current labor supply satisfies 75.4% of peak labor demand. State offered $2,721,054 in grants and incentives for workforce preparation and development in 2019.

Career and Technical Education
Virginia does recognize NCCER as an approved curriculum for CTE programs.

Job Growth Rate
2.0%.

Industry Overview
### Prompt Pay
- **Private:** No law in place.
- **Public:** For state agencies, payment must be made 20 days after invoice or receipt of services, whichever is later. For localities, payment must be made 45 days after receipt invoice or receipt of services, whichever is later.
- **Subs:**
  - **Private:** No law in place.
  - **Public:** Payment must be made from prime to sub and sub to lower tiers 7 days after payment.

### Immigration/E-Verify Mandate
All state agencies and state contractors with at least 50 employees and a contract worth at least $50,000 must use E-Verify.

### Percentage of State GDP From Nonresidential Construction
4.0%

### Incidence Rate
2.3

### Occupational Safety & Health Oversight (State vs. Federal)
State plan covers private workplaces and state and local workplaces.

### Percentage of Union Membership in Private Construction
0.6%

### Marijuana Legalization Status
Low THC marijuana legalized for medicinal use.

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### Business Facts

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Wage</td>
<td>9.50</td>
</tr>
<tr>
<td>Percentage of Pensions Funded</td>
<td>77.2%</td>
</tr>
<tr>
<td>Effective Real-Estate Tax Rate</td>
<td>0.86%</td>
</tr>
<tr>
<td>Corporate Income Tax Rate(s)</td>
<td>6%</td>
</tr>
<tr>
<td>State and Local Public Construction Expenditures (in millions)</td>
<td>$7,711</td>
</tr>
</tbody>
</table>

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