

Protecting Virginia's Port Driven Economy: Oppose the Warehouse Workers Protection Act

Why the Warehouse Workers Protection Act (SB120) Puts Virginia's Competitive Edge at Risk

Virginia didn't become America's Top State for Business by accident. CNBC cited the Port of Virginia and our logistics ecosystem as a key reason Virginia earned that title in 2024. Our ports, warehouses, and supply chains power jobs, revenue, and economic growth across the Commonwealth.

SB120 risks undoing that success with little benefit and real economic cost.



The Port is the Backbone of Virginia's Economy

What's at stake if businesses look elsewhere:



When **Virginia loses logistics** investment, it doesn't just lose warehouses; it loses **jobs in manufacturing, retail, agriculture, and small businesses statewide**.

Why SB120 Creates Risk Without Meaningful Gain

 **Unclear Rules Lead to Uncertain Business Climate:** SB120 introduces vague definitions of "quotas" and inappropriate targeting of common business practices.

 **Competitive Disadvantage Against Neighboring States:** Businesses choosing where to invest will ask why they should expand in Virginia when other states offer clarity and stability. Virginia already slipped from #1 to #4 in CNBC's 2025 rankings. Policies like SB120 accelerate that slide.

 **Increased Litigation, Fewer Resources for Workers:** SB120's private right of action encourages prolonged lawsuits and delays resolution for employees with legitimate concerns.

Virginia Already Protects Warehouse Workers

SB120 duplicates and complicates protections that already exist:

 **OSHA** requires hazard-free workplaces and regulates warehouse safety

 **Federal and state labor laws** already mandate breaks

 **Performance metrics** are a standard, lawful business practice used to ensure safety, efficiency, and fairness

A one-size-fits all mandate ignores the realities of modern logistics operations

A History of Broad Opposition

In 2024 and 2025, Virginia's legislature evaluated and rejected similar legislation. A coalition of 61 organizations opposed the federal version of the bill. Only 5 states have enacted similar laws; none compete economically with Virginia. In March 2025, Illinois Governor Pritzker vetoed similar legislation, citing legal and operational issues, vague definitions, unclear enforcement processes, and budget concerns.

The Bottom Line for Virginia: Oppose SB120

SB120 puts Virginia's port-driven economy, business climate, and workforce at risk without delivering meaningful new protections for workers.

- ✓ Protect our competitive edge
- ✓ Project jobs
- ✓ Protect Virginia's future