

Protecting Virginia's Port Driven Economy: Oppose HB 1451

Why HB 1451 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 key reasons Virginia earned that title in 2024. Our ports, warehouses, and supply chains power jobs, revenue, and economic growth across the Commonwealth.

HB 1451 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 HB 1451 Creates Risk Without Meaningful Gain

 **Unclear Rules Lead to Uncertain Business Climate:** HB 1451 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 HB 1451 accelerate that slide.

 **Unprecedented Data and Recordkeeping Burdens:** HB 1451 requires employers to maintain detailed work-speed data for each employee's entire tenure plus three years after separation.

Virginia Already Protects Warehouse Workers

HB 1451 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 HB 1451

HB 1451 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