



JANET L. LAWSON
DIRECTOR

COMMONWEALTH OF VIRGINIA
Department Of Human Resource Management

James Monroe Building
101 N. 14th Street, 12th Floor
Richmond, Virginia 23219

Tel: (804) 225-2131
(TTY) 711

December 3, 2025

The Honorable Chairman and Members
Senate General Laws and Technology Committee

The Honorable Chairman and Members
House General Laws Committee

Subject: **State Employee Grievance Hearings Report**
Pursuant to Chapter 694, 2016 Virginia Acts of Assembly

Pursuant to enactment clause three of Chapter 694 of the 2016 Virginia Acts of Assembly, the Department of Human Resource Management (DHRM) is required to provide a report each year to the Senate Committee on General Laws and Technology and the House Committee on General Laws detailing:

(i) the number of employee grievance hearings held pursuant to the Administrative Process Act (§ 2.2-4000 et seq. of the Code of Virginia) and (ii) the number of decisions from such hearings that were rendered in favor of employees.

Grievance hearings conducted under the state employee grievance procedure are not subject to the Administrative Process Act. Va. Code § 2.2-4002(B); Op. Att'y Gen. 31 (Sept. 4, 1997). Accordingly, there were no grievance hearings held under the Administrative Process Act subject to the language above.

Most state employee grievances are resolved prior to being addressed at a hearing. DHRM reports that there were 108 state employee grievance hearing decisions issued in Fiscal Year 2025. In those hearings, a decision was rendered in favor of the employee, in the form of partial or full relief, in 19 cases (17.6%).

Respectfully submitted,

A handwritten signature in blue ink that reads "Janet L. Lawson".

Janet L. Lawson
Director