STATE COMPLIANCE EXHIBIT

VIRGINIA

Safety & Environmental Management Program | 2026 Edition

Exhibit To	NM&C Safety & Environmental Management Program (PRG-SAF-10282026-01)
Jurisdiction	**State Plan (private sector)**
Version	1.1
Effective Date	November 16, 2026
Next Scheduled Review	November 16, 2027

HOW THIS EXHIBIT WORKS

This exhibit is part of the NM&C Safety & Environmental Management Program for all commercial construction projects and facility maintenance service calls located in Virginia. The master program applies in full; this exhibit adds the Virginia requirements that go beyond, or differ from, the federal OSHA baseline used in the master.

When this exhibit, the master program, a local rule, a customer requirement or a contract differ, the most protective requirement applies. This exhibit summarizes key requirements and is not a complete list of every state or local law. Fill-in fields are highlighted in yellow.

1 OSHA JURISDICTION AND SERIOUS INJURY REPORTING

Coverage for NM&C work	State Plan - private and public sector (Virginia Occupational Safety and Health / VOSH, Department of Labor and Industry)
Serious injury and fatality reporting	Report a fatality or catastrophe within 8 hours and in-patient hospitalization, amputation or eye loss within 24 hours (Va. Code 40.1-51.1(D)); VOSH also expects reports of medical events such as heart attacks. Report online, to the nearest VOSH regional office, or via 1-800-321-OSHA.
Master program sections	Section 35 (Reporting), Section 38 (Recordkeeping) and Section 43 (State Compliance Exhibits).

2 VIRGINIA REQUIREMENTS

Item / Topic	Requirement
2.1 Written Program, Committees and Training	None beyond federal for a written program or safety committee, but VOSH has unique construction standards (medical services/first aid, sanitation, steel erection) and a rule requiring compliance with manufacturers' specifications for equipment use, training and maintenance. (OSHA - Virginia State Plan)
2.2 Heat, Cold and Wildfire Smoke	Pending: Va. Code 40.1-44.2 (2026 Acts chs. 731/732) directs the Safety and Health Codes Board to adopt an indoor/outdoor heat illness standard (water, shade, rest, acclimatization, training, heat and high-heat procedures, emergency response) by May 1, 2028. The NOIRA for 16VAC25-210 was published Aug. 24, 2026 (comments closed Sept. 23, 2026); no rule is in force. (Virginia Regulatory Town Hall - DOLI agency statement, 16VAC25-210 NOIRA)
2.3 Workplace Violence	Pending only: HB 944 (2026), requiring employers with 100+ employees to adopt a workplace violence policy, passed the House but was continued to 2027 in Senate committee; no current mandate. (Virginia LIS - HB944 (2026))

2.4 Permits, Licenses and Utility Locates	Submit a locate request to VA811 before any excavation or demolition and begin only after the positive response system shows every operator has marked or cleared; tickets are valid 15 working days from 7:00 a.m. the next working day after the request (Va. Code 56-265.17). VA811 advises calling at least 3 working days ahead. (Va. Code 56-265.17)
2.5 Permits, Licenses and Utility Locates	The Overhead High Voltage Line Safety Act (Va. Code 59.1-406 et seq.) bars work that brings people or equipment within 10 feet of high-voltage lines until the utility is notified and safeguards are in place. (Va. Code ch. 30, Overhead High Voltage Line Safety Act)
2.6 Permits, Licenses and Utility Locates	Vehicles and equipment with an obstructed rear view must meet VOSH reverse signal operation requirements, such as a backup alarm or a designated observer (16VAC25-97). (16VAC25-97 Reverse Signal Operation)
2.7 Asbestos, Lead and Environmental	Send DOLI an asbestos project notification 20 calendar days before work disturbing 10+ linear or square feet of asbestos material, and a demolition notification 10 working days ahead. Asbestos and lead abatement contractors need licenses from the DPOR Board for Asbestos, Lead, and Home Inspectors (Va. Code 54.1-503). (Virginia DOLI - Asbestos, Lead & Demolition Notification)
2.8 Workers' Compensation Injury Reporting	Within 10 days of an injury or death and the employer's knowledge of it, the employer or its carrier must file a report with the Virginia Workers' Compensation Commission (Va. Code 65.2-900). (Va. Code 65.2-900)
2.9 Drug Testing and Cannabis	Employers may not discharge or discipline an employee for lawful certified medical cannabis oil use, but may act on on-the-job impairment and safety concerns (Va. Code 40.1-27.4). (Va. Code 40.1-27.4)
2.10 Driving	Yes - holding a handheld personal communications device while driving is prohibited (Va. Code 46.2-818.2). (Va. Code 46.2-818.2)

3 PROJECT START-UP CHECKLIST

Project / Customer	Enter	**Work Order / Project No.**	Enter
Site Address	Enter	**City / County**	Enter
NM&C Project Manager	Enter	**Date Reviewed**	Enter

Requirement	Applies?	Action Taken / Notes
2.1 Written Program, Committees and Training: None beyond federal for a written program or safety committee, but VOSH has unique construction standards…	Yes / No / N/A	Action / notes
2.2 Heat, Cold and Wildfire Smoke: Pending: Va. Code 40.1-44.2 (2026 Acts chs. 731/732) directs the Safety and Health Codes Board to adopt an…	Yes / No / N/A	Action / notes
2.3 Workplace Violence: Pending only: HB 944 (2026), requiring employers with 100+ employees to adopt a workplace violence policy…	Yes / No / N/A	Action / notes
2.4 Permits, Licenses and Utility Locates: Submit a locate request to VA811 before any excavation or demolition and begin only after the positive…	Yes / No / N/A	Action / notes
2.5 Permits, Licenses and Utility Locates: The Overhead High Voltage Line Safety Act (Va. Code 59.1-406 et seq.) bars work that brings people or…	Yes / No / N/A	Action / notes
2.6 Permits, Licenses and Utility Locates: Vehicles and equipment with an obstructed rear view must meet VOSH reverse signal operation requirements…	Yes / No / N/A	Action / notes
2.7 Asbestos, Lead and Environmental: Send DOLI an asbestos project notification 20 calendar days before work disturbing 10+ linear or square feet…	Yes / No / N/A	Action / notes
2.8 Workers' Compensation Injury Reporting: Within 10 days of an injury or death and the employer's knowledge of it, the employer or its carrier must…	Yes / No / N/A	Action / notes
2.9 Drug Testing and Cannabis: Employers may not discharge or discipline an employee for lawful certified medical cannabis oil use, but may…	Yes / No / N/A	Action / notes
2.10 Driving: Yes - holding a handheld personal communications device while driving is prohibited (Va. Code 46.2-818.2).	Yes / No / N/A	Action / notes

Local (city or county) safety, permit or training requirements confirmed	Yes / No / N/A	Describe local rules

4 REFERENCES

- OSHA - Virginia State Plan
- Virginia LIS - HB944 (2026)
- Va. Code 56-265.17
- 16VAC25-97 Reverse Signal Operation
- Virginia DOLI - Asbestos, Lead & Demolition Notification
- Va. Code 65.2-900
- Va. Code 40.1-27.4
- Va. Code 46.2-818.2
- Va. Code ch. 30, Overhead High Voltage Line Safety Act
- Virginia Regulatory Town Hall - DOLI agency statement, 16VAC25-210 NOIRA

5 REVIEW AND APPROVAL

Role	Printed Name and Signature	Date
NM&C Project Manager	Name / Signature	Date
Safety Department	Name / Signature	Date