



**LOUDOUN**  
C H A M B E R  

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BE MORE. TOGETHER.

**2025 Policy Positions  
&  
Revision Summary**

## **Table of Contents:**

- i. Preamble**
  - ii. Statement on Diversity, Equity, Inclusion and Accessibility**
- 
- 1. Economic Development**
  - 2. Tourism and Business Travel**
  - 3. Education: K-12**
  - 4. Education: Higher Education and Workforce Development**
  - 5. Employment and Labor Issues**
  - 6. Land Use**
  - 7. Infrastructure Investment**
  - 8. Housing Diversity**
  - 9. Environment**
  - 10. Fiscal Policy**
  - 11. Governance and Regulatory Reform**
  - 12. Legal Policy**
  - 13. Healthcare and Wellness**

## PREAMBLE

On behalf of its more than 1,050 members and the Loudoun community we serve, the Loudoun Chamber advocates for public policy solutions that will lead to a world-class economy and quality of life in Loudoun County.

The Chamber's policy positions are based on the following principles, which are necessary to ensure a healthy business climate and a strong community here in Loudoun and support the overall success of our member organizations:

- Federal, state, and local laws, regulations, and tax policies must support a strong, pro-business environment that ensures economic competitiveness and protects businesses' ability to create jobs and economic opportunities.
- The Chamber is committed to partnering with like-minded organizations to advocate for the issues and policies that serve the interests of all of Loudoun's businesses and communities.
- The Chamber supports policies that foster diversity, equity, inclusion & accessibility and advance economic opportunity for underrepresented and historically disenfranchised businesses and entrepreneurs.
- Federal, state, and local governments must adequately invest in vital assets, such as transportation, technology, energy, water, K-12 education, higher education, and workforce development, to meet the needs of a growing economy and population.
- More of the tax revenues generated by Loudoun's businesses and citizens should remain in Loudoun to serve the needs of our community.
- Federal, state, and local governments must be responsive to the needs of citizens and businesses and accountable for the funds entrusted to their stewardship.
- Loudoun County's business and nonprofit community must have the opportunity to work with federal, state, and local government officials to develop and implement legislative and regulatory policies that will impact the economy and quality of life in our community.

The following outlines the Chamber’s specific public policy positions on the priority issues of its members.

## **2024 Approved Policy Positions**

### **DIVERSITY, EQUITY, INCLUSION & AND ACCESSIBILITY**

The Chamber is committed to fostering diversity, equity, inclusion, and accessibility (DEIA) within the business community.

#### **Policies and Programs:**

The Chamber supports sustainable solutions to close the equity gap and educate the business community about DEIA's economic and social value. The Chamber also supports policies that strengthen the business community and extend economic opportunities for all Loudoun businesses.

#### **Partnership and Leadership:**

The Chamber supports targeted approaches that include strengthening access and opportunity for diverse business owners, convening community leaders and organizations in dialogues that further best practices about diversity, partnering with state and local leaders to ensure DEIA is included, and continuously demonstrating the Chamber’s commitment to DEIA.

### **ECONOMIC DEVELOPMENT**

The Chamber supports efforts to continue making Loudoun County, including the incorporated towns within its boundaries, highly competitive in the global marketplace through aggressively promoting the retention and expansion of existing businesses and by creating an environment conducive to the formation and attraction of new ones. While Loudoun County has made much progress in developing a world-class Economic Development and business attraction strategy, the County must make considerably more progress in creating a predictable customer-focused approach for the businesses and attainable housing developers who seek to invest in our community and build the housing our workforce needs.

#### **Economic Development Investment:**

The Chamber supports increased public and private economic development efforts focused on encouraging business growth, diversification, and attraction, particularly in target sectors, to help ensure

economic resilience, grow the County's commercial tax base, and lessen the burden on residential taxpayers. Loudoun County must continue collaborating with Loudoun's towns to leverage our community's economic potential fully.

The Chamber supports the Board of Supervisors' continued investment in the County's economic development strategy. As part of that strategy, the Chamber believes the County should continue to invest the financial and personnel resources needed for a competitive national and international business attraction program that fully leverages the County's economic assets.

#### **Rural Economic Development:**

The Chamber recognizes that rural business development is essential to Loudoun County's social and fiscal health and contributes to the unique character of our community and our economy. The Chamber supports the full implementation of the County's Rural Economy Business Development Strategy, which supports the continued growth and development of Loudoun's rural economy.

The Chamber strongly supports land use and zoning regulations that allow for a robust, innovative, and digitally connected agricultural and rural economy that keeps Loudoun's farms and rural businesses viable and productive. We encourage a view of regulation of agribusiness and agritourism that aligns with the particular needs for success, including flexibility for using property for multiple purposes. These rural uses should operate with respect for the historic and cultural heritage of western Loudoun.

#### **Economic Incentives:**

The Chamber supports the strategic and limited use of economic incentives, including tax incentives, by the Commonwealth and local governments to attract and retain commercial investment. The Chamber acknowledges and endorses current practices in Loudoun County and the Commonwealth to ensure results and accountability concerning incentive programs.

The Chamber encourages the General Assembly to continue to invest in business incentive programs that recognize the unique needs and challenges faced in northern Virginia, thus encouraging dynamic and growing businesses to invest in Loudoun County. To help create an environment where Loudoun County can attract and retain companies strategically crucial for economic development, the qualification criteria for Virginia's business incentive programs should be reviewed to ensure Loudoun can qualify for and benefit from these programs.

**Small, Women, and Minority Owned (SWAM) Businesses:**

The Chamber supports the analysis of the Commonwealth’s procurement processes to increase the opportunities for Small, Women, and Minority-Owned (SWAM) businesses to do business with state and local governments. The Chamber also supports efforts to identify SWAM businesses and organize databases to monitor business conditions and conduct future outreach.

**Regional Economic Funds:**

The Chamber also supports continued and increased funding and an efficient process for awarding and disbursing funds from the Commonwealth Opportunity Fund, the Agricultural and Forestry Industries Development Fund, and the Virginia Economic Development Partnership’s (VEDP) programs. The Chamber urges that this funding include a focus on company retention and recruitment that can be utilized in Northern Virginia. It also recognizes the importance of attracting high-wage jobs and jobs in target industries that can provide a strategic advantage for further economic development.

**GO Virginia:**

As part of the broader effort to diversify Virginia’s economy, the Chamber supports GO Virginia and its efforts to incentivize greater collaboration among localities, higher education, and the private sector. Maintaining the state’s financial commitment to this program is especially important.

**Local Incentive Fund:**

The Chamber supports the continued replenishment of the local incentive fund and the Board of Supervisors’ strategic use of the fund in situations where a local incentive is needed to attract or retain an expanding company that is considering other locations.

**Business-Friendly Regulations:**

The Chamber opposes existing and proposed regulations that adversely impact net business and job growth, arbitrary efforts to limit or suspend growth, and economic development. The Chamber urges elected officials to be mindful that excessive and inconsistent restrictions do not contribute materially to improving the quality and effectiveness of new and expanding business development signals prospective and existing businesses negatively as they make location decisions.

### **Zoning Ordinance:**

The Chamber supports a zoning ordinance that is flexible, business-friendly, and easy for Loudoun residents and businesses of all sizes to understand. The ordinance needs to align with business needs and market realities to achieve Loudoun County's goals for creating jobs, expanding affordable housing, and attracting new investment, as articulated in the County's General Plan.

The Chamber believes that the County must continue to review and revise the Zoning Ordinance to make it more flexible, practical, and business-friendly to be positioned for business investment and lessen the time, cost, and effort needed to bring commercial and residential projects to market. Our members have identified specific concerns related to what was adopted in 2023 and ongoing amendments, including the Data Center Standards and Locations CPAM/ZOAM and the Western Loudoun Rural Uses and Standards CPAM/ZOAM. We look forward to working with the County and all stakeholders to address these concerns.

### **Development Process:**

The Chamber supports reviewing government processes related to approving development plans, building permit applications, and the associated fees to consistently achieve expected project approval timelines and costs. Existing codes and procedural requirements that do not contribute to the meaningful improvement of the application or proposal under consideration must be streamlined or eliminated, and fees assessed should be consistent with the actual cost to the County.

### **Development Incentives:**

The Chamber supports an incentive-based approach, as opposed to mandates, to encourage the type of development desired in Loudoun County. This includes programs that incentivize economic diversification and more environmentally friendly development without adding time and expense to the development process.

### **Loudoun County Economic Development Authority:**

The Chamber supports efforts to fully leverage the capabilities and strategic value of the Economic Development Authority (EDA). This includes the EDA's role in advancing housing affordability in Loudoun, its support for the Loudoun County Department of Economic Development's international

business program, and its support for entrepreneurship through programs such as the Loudoun Innovation Challenge.

**Small Business Economy:**

The Chamber strongly supports continued local, state, and federal funding to support small business infrastructure, programs, and services.

**Nonprofit Infrastructure:**

The Chamber is committed to the success of Loudoun’s nonprofit community, including efforts to raise awareness about the nonprofit community’s role in economic development, entrepreneurship, public safety, and community health. It promotes opportunities for the public to provide financial and volunteer support for Loudoun and works to ensure that public-sector funding for nonprofits is commensurate with the growth and needs of the County.

**TOURISM AND BUSINESS TRAVEL**

The Loudoun Chamber recognizes the quality of life and economic benefits a thriving tourism economy contributes to Loudoun County and its incorporated towns. The Chamber also recognizes that tourism and travel do not just occur and that a flourishing destination requires marketing, promotion, and innovative destination development.

**Visit Loudoun:**

The Chamber supports Visit Loudoun’s continued status as the recognized Destination Marketing Organization for Loudoun County and its incorporated towns. Because of the economic advantages a robust visitor economy offers, the Chamber supports an integrated, well-funded approach to marketing Loudoun as a visitor destination. Visit Loudoun. We believe that Loudoun’s destination marketing, as well as sustained funding strategy, must place a high priority on those activities that generate the most tax revenue while creating economic opportunities for County businesses that depend on domestic and international leisure visitors, weddings, sports tournaments, and events, as well as conferences and meetings.



The Chamber supports demand-generating development to ensure the sustainability and growth of Loudoun's visitor economy, including indoor and outdoor sports tournament facilities, full-service hotels and meeting facilities and performing arts venues to attract more business to the County. The Chamber also supports state partnerships in regional marketing efforts and infrastructure that support an expanded visitor economy.

**Non-Traditional Tourism Demand Generators:**

In addition, the Chamber supports including high-value business sectors and corridors beyond those traditionally associated with tourism in the County's destination marketing strategy. These would include, but not limited to, educational facilities like universities or training centers that attract large meetings and groups.

**Air Travel Marketing:**

The Chamber also encouraging continued collaboration, increased coordination, and support of marketing efforts between the County, Visit Loudoun, Metropolitan Washington Airports Authority (MWAA), and Leesburg Airport to promote existing and assist in future air service development for leisure, business, domestic, and international travel.

**Tourism Friendly Regulation:**

The Chamber supports efforts to ensure that all regulations, taxes, and zoning ordinances are structured to enable tourism to prosper and will help to distinguish Loudoun County as a preferred destination. The Chamber supports the tourism industry's position that favors using transit occupancy taxes (TOT) to promote tourism. The Chamber also encourages the County to include the tourism industry through Visit Loudoun in exploring options to disperse visitors throughout the county.

**Short-Term Residential Rentals:**

As the lodging industry evolves to include a wide range of entities, from individuals renting out space in their homes to traditional hotels and bed and breakfasts, the Chamber supports a level playing field for all entities that provide lodging options to visitors, including Short-Term Online Rental Market companies. This sector's legal and regulatory environment should provide for equal tax treatment, transparency and data sharing, adherence to local zoning and safety regulations, and compliance with business licensing.

**GSA Per Diem:**

The removal of Loudoun County from the federal General Services Administration’s Washington, D.C., per diem non-standard rate area has suppressed the county's per diem rate. The Chamber supports reinstating Loudoun County to the Washington, D.C. Non-Standard Area (NSA).

**EDUCATION AND WORKFORCE**

**Workforce:**

Virginia suffers from a healthcare workforce shortage, and the nation suffers. The Chamber urges the Commonwealth to continue to invest in programs that will increase the healthcare workforce pipeline, including support for targeted tuition reimbursement, scholarships, and incentive programs that will help to stimulate interest in healthcare careers, draw healthcare professionals to Virginia, and encourage those professionals who study or work here to remain in the Commonwealth.

**Child Care:**

The Loudoun Chamber supports policies and programs that would expand the availability of high-quality, affordable childcare options for working parents, including ways to reduce the exorbitant cost of childcare. This includes providing support to allow employers to adopt policies and strategies that support childcare needs for their employees, including at work locations and office buildings. Employers can bolster their workforce by supporting childcare needs, granting access to competitive compensation, and alleviating retention risks.

**K-12**

The Loudoun Chamber believes top performing, public, and private K-12 education systems that equip our students with the skills, training, and knowledge to become lifelong, productive members of our nation’s workforce are vital to our community's future prosperity and quality of life. The Chamber embraces the critical leadership role that businesses and industry leaders play in ensuring the quality of instruction, programs, and results from our K-12 schools and workforce training programs. The business and education communities must be active partners to provide a connection between what students are taught, how they are assessed, and how they can address Loudoun’s actual workforce needs.

The Chamber supports the efforts of Loudoun County Public Schools and the various private schools serving Loudoun’s students to fulfill their educational mission. It primarily supports county and state

strategies and investments to help all students recover equitably from any adverse educational impacts realized due to the COVID-19 pandemic.

**Addressing Areas of Critical Need:**

The Chamber firmly supports policies and systems in which students are expected to achieve internationally competitive proficiency levels, particularly within critical need areas such as Science, Technology, Engineering, Mathematics, and Healthcare (STEM-H). To achieve this aim, the Chamber supports policies and practices within Virginia’s educational systems that ensure the highest quality instruction, content, and learning environment to enable each student to reach their full potential and empower them to make meaningful contributions to the world, and which advance the values and benefits of diversity, equity, and inclusion for all students and employees.

**Local Composite Index and Standards of Quality:**

The Chamber supports state and federal education funding that more appropriately reflects the full costs of all state and federal education mandates and the higher basic education costs Loudoun faces. The Chamber continues to advocate for reform to Virginia’s Local Composite Index because, as presently structured, the index places Loudoun County Public Schools (LCPS) at a disadvantage. The current index does not account for Loudoun’s unique needs, caused three decades of enormous enrollment growth, continued increased enrollment of students for whom English is not spoken in the home and is often a second language, and the colossal added financial burden of operating and offering competitive salaries in the high-cost metropolitan Washington, D.C. area. The current index also fails to accurately reflect the limited sources of revenue that local governments can access to pay for education at the higher percentage required through the current formula.

Other necessary costs associated with providing quality public education should be addressed in the Standards of Quality (SOQ) and, therefore, are not state-funded. As a result, the current state public education funding model does not reflect the actual cost of the state’s obligation to provide public education.

A recent report by the Joint Legislative Audit and Review Commission (JLARC) concluded that Virginia’s current school funding model results in the Commonwealth’s school divisions receiving 14 percent less funding from the state than the national average and points to the need for the General Assembly to review the actual costs of public education, the State’s responsibility for funding those costs, and the

methodology used for distributing State public education funds. In light of this, the Loudoun Chamber urges the General Assembly to take action to ensure that the Commonwealth's funding formulas result in more appropriate levels of support to meet Loudoun's unique needs.

**Pre-K Education:**

The Chamber supports considering innovative strategies, public and private, to ensure the availability of affordable pre-K educational opportunities for all Loudoun citizens.

**Educator Recruitment and Retention:**

The Cost of Competing Adjustment (COCA) is a funding adjustment to recognize Northern Virginia's more competitive market and the salaries divisions must pay to hire and retain teachers and staff. The current state funding formula provides funding based on average salaries across Virginia, and the COCA helps offset the 'shortfalls' for those on the higher side of that average. Restoring the COCA to its prior rate would help address this shortfall in Loudoun. As such, the Chamber supports the complete restoration of the cost of competing funding for teachers and support staff and funding to enable competitive and innovative compensation and benefits packages to attract and retain highly qualified teachers and staff. Such efforts should be made in conjunction with overhauling the Standards of Quality (SOQ) and other funding formulas, per the recent JLARC report.

The Chamber supports addressing Virginia's teacher shortage by refining and developing multiple, streamlined, affordable professional pathways to meet the needs of various individuals and achieve a more diverse educational workforce. The Chamber also supports creating and fostering a culture incentivizing excellence and innovation, including meaningful professional development within our educators.

**School Choice:**

The Chamber supports providing parents with a choice between traditional schools and other learning alternatives and developing incentives to encourage public schools, teachers, and administrators to innovate. The Chamber also supports flexible policies that enable public school attendance alternatives to assigned schools, such as open enrollment to better balance total enrollment among schools or would

allow students to pursue unique educational opportunities and continued use of online education options for in-school and home-school students to foster successful individual educational outcomes.

**Charter and Magnet Schools:**

The Chamber supports the continued consideration and use of public charter and magnet schools to expand the options available to Loudoun County students. The Chamber believes that local authorization and oversight of the inception, planning, and support of public charter and magnet schools foster cooperation and goodwill between these schools and school divisions and promote the success of all students.

**Commercial Educational Projects:**

To support STEM-H at an early age for all students and address our region's workforce and economic development needs, the Chamber supports projects such as the Northern Virginia Science Center. This center will offer educational opportunities to Loudoun's students and create a valuable economic drive for our community.

**Technology Usage:**

The Chamber supports continued and even broader use of technology in the classroom and adequate professional development for teachers so that technology can benefit all.

**Access and Security:**

The Chamber believes that adequate technology infrastructure and hardware must be available to meet LCPS' needs, utilize best practice security protocols, and enable all schools throughout the County to have affordable, reliable, and secure internet access.

To protect student and employee privacy and reduce its vulnerability to potentially damaging and expensive cyber threats and ransomware attacks, the Chamber urges LCPS to continue to utilize appropriate cybersecurity risk management and compliance tools and best practices that are consistent with the latest recommendations of the National Institutes of Standards and Technology (NIST). This includes working with state and federal officials and agencies to support initiatives enabling LCPS to maintain the highest protection standards necessary to meet evolving threats.

**Outsourcing:**

The Chamber supports careful evaluation of services currently provided by school system employees to determine whether such services may be outsourced to provide greater efficiency, cost savings, competition, and business opportunities in the private sector while still maintaining the highest-quality educational environment.

**Public - Private Partnerships:**

The Chamber supports continued and increased public-private partnerships involving Loudoun County Public Schools, local businesses, nonprofit organizations, and philanthropic communities to advance the educational and economic needs of our community.

**K-12 Workforce Readiness:**

The Chamber calls for the development of innovative efforts that help enhance Loudoun’s traditional K-12 educational system. Proposed solutions should provide Loudoun County students with an education or immediate employment in the region’s high-demand employment sectors. This should include opportunities to receive college credit while in high school through dual enrollment, Advanced Placement, the trades, industry certifications, or a combination of these strategies.

In recognition of the vital link between schools and the region’s skilled workforce needs, the Chamber supports strong business-education partnerships to develop training programs for specific high-demand and specialized industries and a stronger focus on college and/or career readiness for students earlier in their K-12 education experience.

**Future Educational Alternatives:**

The Chamber supports exploring new and innovative academic pathways for Loudoun’s students, such as expanding the International Baccalaureate (IB) program to provide further educational alternatives and enhanced opportunities for students at schools throughout the county and all grade levels.

**Higher Education and Workforce Development**

The Loudoun Chamber acknowledges and endorses the importance of a lifelong education and training system that requires an accessible and adaptable higher education infrastructure. This system should

effectively address the evolving needs of schools and the workforce, cultivate the diverse talent employers seek, and receive adequate funding from the state, local community, and other sources.

The Chamber calls on the Commonwealth's elected leaders to continue investing in state funding for higher education and shift some of the burden from students and families.

### **Enrollment and Programmatic Growth**

The Chamber supports funding and program improvements to make post-secondary education opportunities available to all Virginians. It supports the efforts to deliver high-quality certificate, credentialed, associate, bachelor's, and graduate degree programs that will expand the Commonwealth's workforce. Virginia's economy will depend on increasing the number of workers able to take on jobs in high-demand fields of science, technology, engineering, math, health sciences, the construction trades, and other critical areas experiencing workforce shortages.

### **Internships:**

The Chamber encourages the creation of high-quality internship experiences for college students, which will provide career-ready, real-world job experiences. The Chamber also encourages the creation of internship experiences for careers in the trades industry and specialized services.

### **Cybersecurity and Technology Programs:**

The Chamber supports continued state funding for initiatives that develop the cybersecurity workforce by bringing together Virginia's higher education community and the private sector to develop innovative cybersecurity strategies, conduct cybersecurity research and development, and help train future cyber leaders. Innovation drives the Northern Virginia economy, and Loudoun businesses need an expanded way to interact with the area's higher education institutions to produce and commercialize original research.

The Commonwealth remains one of the few states without dedicated funding for technology transfer. University-based research can only be brought to market quickly if the Commonwealth supports it, and the Chamber believes the Commonwealth Cyber Initiative can serve as a model for developing further collaborative efforts in other sectors.

### **Industry Certifications:**

The Chamber supports expanded and consistent state funding, expanded access to certification programs, and increased financial aid for students seeking industry certifications. The Chamber also supports state funding to encourage the private sector to partner with community colleges to train workers and raise awareness of job opportunities for students with industry certifications. Further, the Chamber strongly supports efforts to increase the number of students graduating, transferring to four-year institutions, and receiving workforce credentials, emphasizing those that provide a pathway to high-wage, highly skilled jobs. To this end, the Chamber also supports increasing state funding to support the Commonwealth's Workforce Credentials Initiative.

### **Secondary Education Affordability:**

The Chamber supports state-funded financial aid to encourage students to seek post-secondary education in areas of high demand and workforce shortage. The Chamber advocates a sustained, long-term program of higher education investment, reform, and innovation—embodied in state law—to ensure affordable access for students and generate strong economic activity, revenue growth for the state, and lower social service costs. The Chamber opposes mandated tuition caps without consistent state funding to ensure our state higher educational institutions are adequately resourced.

### **Tuition Grant and COLA:**

The Chamber continues to support sufficient Tuition Assistance Grant funding for undergraduate and graduate students and notes that a periodic Cost of Living Adjustment (COLA) for college and university employees should occur regularly.

### **Two and Four-Year Institution Partnership:**

The Chamber supports continued and expanded partnerships between two- and four-year institutions to provide access to affordable degree completion.

### **STEM Program Funding**

The Chamber supports ongoing funding for programs like NOVA SySTEMic, a collaboration between the Northern Virginia Community College, higher education institutions, and public schools, preparing students for STEM careers. The Chamber also supports the ADVANCE Career Accelerator, a career services platform designed by George Mason University and Northern Virginia Community College to



create stronger education-workforce connections to ensure that program curricula are aligned with industry needs and to offer students relevant career learning experiences.

**State Transfer Grant Program:**

The Chamber supports enhancements to the established State Transfer Grant Program, particularly for students in STEM-H fields, which helps increase the bachelor's degree completion rate for students moving from two-year to four-year institutions.

**Military Veteran Job Training:**

The Chamber supports help for programs that provide veterans and their families with access to job training, education programs, and credit for documented military training and experience gained during their service that is essential for filling job vacancies, especially in cybersecurity and other IT fields.

**Career and Technical Education:**

The Chamber supports varied pathways for students to earn credits toward graduation and career and technical education credentials to create more individualized paths to achieving a career and college-ready designation at the secondary level. In addition, the Chamber supports added state funding to allow school divisions to adjust their career and technical education programs better to meet the changing workforce needs within their communities and to ensure equal opportunities for all students. This should be accompanied by allowing greater local control and flexibility to design programs that meet the unique needs of our community.

The needs in Loudoun County are different from those in other parts of the Commonwealth. As such, Loudoun County should have the autonomy to build a career and technical pathway that develops necessary skills while being agile in its response to changing needs. The goal should be to prepare students for success in the real world while also providing them with the opportunity to continue to live and work in Loudoun County.

**EMPLOYMENT AND LABOR**

The Loudoun Chamber supports legislative and regulatory policies that stimulate economic growth and job creation by allowing businesses to reasonably manage their personnel resources without undue

government or outside influence. The Chamber supports allowing free market conditions to determine essential labor issues, such as compensation and conditions of employment. It supports all employers in meeting legal and ethical obligations to their employees and the government. The Chamber opposes expanded government manipulation of the workplace, including legislation and regulatory policies that would limit an employer's right to operate during a labor dispute.

**Immigration:**

The Loudoun Chamber believes that America's persistent and widespread workforce shortages are damaging to our near and long-range economic growth and that reforms that lead to a more expansive and efficient immigration system will provide a key source of skilled and semi-skilled in-demand labor that America's businesses desperately need. In support of this objective, the Chamber supports initiatives to ensure an adequate supply of workers to help businesses in this region, including a limited guest worker program to fill gaps in our workforce, particularly in locally essential industries such as information technology, hospitality, agriculture, and construction.

The Chamber advocates that all businesses strictly comply with state and federal labor laws regarding the screening of citizenship documentation provided by employees to avoid hiring individuals who are not lawfully residing in the U.S. The Chamber advocates that any worker verification system not unduly burden employers, be adequately funded, and have a high data integrity confidence factor.

**Unionization and Right-to-Work:**

The Chamber supports Virginia's Right-to-Work law and opposes any efforts to undermine it. The Right-to-Work law permits workers the freedom to choose whether to join a union and has played a historically significant role in the Commonwealth's nationally recognized economic and employment growth. The Chamber opposes any efforts to undermine the rights of Virginia's workers to secret ballot elections to decide whether to form a union.

The Chamber also opposes the creation of "micro-unions," which undermine Virginia's Right-to-Work laws by allowing unions to be formed, not by the preference of the employees but rather by each department, section, or other faction within a workplace. The Chamber opposes legislative and regulatory proposals requiring collective bargaining without an agreement between management and employees.

**Joint Employer Standard:**

The Chamber supports well-established joint employer standards under the National Labor Relations Act, Title VII of the Civil Rights Act, and other federal and state laws that have existed and worked well for many years. Generally, these standards permit separate entities to be determined to be joint employers only if they exercise direct and immediate control over another business’s employees, including having the ability to hire, fire, discipline, supervise, or direct an individual. The Chamber opposes loosening these standards such that one employer could be held liable for labor and employment law violations by another employer for which the first employer had no direct control or responsibility.

**Unemployment Compensation:**

The Chamber supports Virginia's unemployment compensation laws, which provide adequate and temporary financial assistance, at the expense of employers, to employees who become unemployed through no fault of their own. The Chamber opposes the extension of benefits to workers who, through their actions or inactions, become unemployed, including during an employee strike.

**Wage and Benefit Mandates:**

The Chamber opposes any wage and benefit policies or mandates—including but not limited to the minimum wage, the federally defined work week, and paid sick, medical, or family leave—that do not adequately address the regulatory and financial burdens placed on employers and tiny businesses. The Loudoun Chamber opposes any effort to impose new wage and benefit policies or mandates without thoughtful and meaningful consultation with Virginia’s employer and business advocacy organizations.

**Workers’ Compensation:**

The Chamber opposes any changes to Virginia's workers' compensation law that would increase costs and regulatory burdens on businesses or otherwise undermine the law’s existing sound principles and purpose.

**Davis-Bacon Act:**

The Chamber supports repealing the Davis-Bacon Act and expanding its interpretation to cover minor activities that are ancillary to the overall contract.

**Project Labor Agreements:**

The Chamber opposes project labor agreements (PLAs) mandated by local, state, and federal governments and other entities on taxpayer-funded construction projects. Government-mandated PLAs discourage and often prevent open, fair, and competitive bidding on public works projects by discouraging competition from qualified nonunion contractors and their nonunion employees.

**In-sourcing:**

The Chamber opposes any federal, state, or local in-sourcing of private sector labor positions to government sector positions unless the function being in-sourced is inherently governmental in nature or the in-sourcing decision is substantiated by a cost-benefit analysis that shows that efficiencies and documented cost savings will result. Any such cost-benefit analysis must reflect all actual costs associated with both the private sector activity as well as the government sector activity, including items such as, but not limited to, direct labor costs, fringe benefits, retirement, overhead, general and administrative costs, and any other direct and indirect costs that either party would incur.

**Out-sourcing / Commercial-off-the-shelf Acquisition:**

The Chamber opposes government competition with private industry and encourages outsourcing of government-sector contracts and positions when commercial alternatives exist. The Chamber also supports efforts to ensure that federal procurement officials adhere to the provisions of the Federal Acquisition Streamlining Act (FASA), which require that federal agencies, to the maximum extent practicable, procure commercial-off-the-shelf (COTS) technology that is available to meet their needs.

**Independent/Outside Contractors:**

The Chamber opposes any initiative that would unduly prevent or otherwise restrict businesses from utilizing the services of independent/outside contractors in full compliance with current Virginia and federal laws. The Chamber also opposes any effort, by statute, administrative, or legal action, to redefine the term “contractor” to impose additional wage and benefit costs on employers.

**Mental Health:**

The Chamber supports public and private partnerships to promote our workforce's mental health and welfare. These solutions will better enable employees to discuss cognitive and substance abuse

disorders and assist the business owner or manager in connecting colleagues and direct reports to professional support and corporate resources.

## **LAND USE**

### **Comprehensive Plan Reviews:**

The Chamber supports a strong and effective business stakeholder input and review process to continue improving Loudoun's Comprehensive Plan and ensure land use policies and designations reflect current and future business needs. The Chamber also advocates for bi-annual reviews of the Comprehensive Plan focused on specific zoning districts or policy areas rather than a time-consuming and overly complex complete review of the entire plan. The Chamber supports landowner-initiated comprehensive plan amendments when submitted with an associated rezoning.

### **Transit Station Area Development:**

The Chamber supports a safe, reliable, and well-managed Metrorail system. The Chamber supports policies that will encourage transit-oriented, mixed-use development principles around Metrorail stations and multimodal transit use that will reduce automobile traffic, provide safe and reliable employee transportation, incorporate safe pedestrian and bicycle options, and increase the County's commercial tax base and attainable housing stock. The Chamber supports incorporating urban forms of residential development at Metrorail stations to achieve live-work centers, support the County's existing economic development objectives, and provide a mixture of housing types and sizes to enhance attainable and workforce housing options for residents with different income levels.

### **Urban Transportation Investment:**

To address transportation infrastructure and transit needs around Metrorail stations and other areas of economic activity, the Chamber supports public-private partnerships between employers, transit agencies, county, state, and developers.

### **Infill Development:**

The Chamber recognizes that infill development may not be able to meet every aspect of the Loudoun Comprehensive Plan and supports infill development that is generally in line with the policies of Loudoun's Comprehensive Plan. Infill development that addresses Loudoun's housing needs and supports mixed-use developments should be encouraged.

**Interim Uses:**

The Chamber also favors interim development strategies for evolution, repurposing, and greater utilization of existing underdeveloped properties.

**Airport Compatible Uses:**

The Chamber supports carefully considered Airport-compatible uses within the Airport Impact Overlay District (AIOD). The Chamber promotes action in the Virginia Legislature to restore the 1-mile buffer to notify residents that they are susceptible to aircraft overflights and noise and the potential the movement of the airport noise contours as technology and air traffic procedures evolve to be adversely affected. In addition, the Chamber discourages rezoning land in the Airport Impact Overlay District for residential or other non-airport compatible uses.

**Proffer Reform:**

The Chamber encourages the County to provide economic and process incentives for the development of innovative real estate development strategies, including public-private partnerships, interim uses, and zoning flexibility.

**INFRASTRUCTURE INVESTMENT**

The Loudoun Chamber supports additional investment in constructing and maintaining infrastructure for future commercial and residential development and improvements. The Chamber also supports the use of public-private partnerships and other creative initiatives to increase investments in critical infrastructure. The Chamber also supports an open dialogue and improved coordination between the business community and the public sector on development and infrastructure issues.

**Regional Transportation Solutions:**

The Chamber supports sustainable, long-term regional, statewide, and federal transportation funding. To ensure new and existing transportation revenues are well invested, the Chamber promotes performance-based evaluation and prioritization of projects in regional and statewide transportation plans.

The Chamber supports the construction of a comprehensive regional transportation grid and urges the Northern Virginia Transportation Authority (the Authority) to be regional in its approach and prioritize regional improvements based upon its adopted performance-based criteria, which emphasize congestion relief. The Chamber further urges the Authority to leverage and invest local, regional, and state revenues in regional solutions that move the most people in the most cost-effective manner.

**Congestion Relief Funding:**

The Chamber supports the most efficient use of current transportation dollars, emphasizing congestion reduction and economic development. The Chamber opposes using revenue from the Commonwealth Transportation Fund for non-transportation purposes.

**Highway Maintenance and Operating Fund:**

The Chamber endorses requiring the Highway Maintenance and Operating Fund to be self-sustaining and supports efforts to prohibit the transfer of construction funds from the Transportation Trust Fund to compensate for maintenance funding deficiencies.

**Restoration of Regional Funds:**

The Chamber supports restoring the regional funds transferred from the NVTA and the local government partners to provide dedicated funding for Metro in 2018.

**Local Transit:**

The Chamber supports the increased investment in local transit to effectively and predictably connect areas in critical need of transit with the county's primary job and regional activity centers. The Chamber also supports using advanced technology and integrated communications to improve transit accessibility for our residents and workforce and help alleviate traffic congestion.

**North-South Corridor:**

The Chamber supports the expansion of roadway capacity in the North-South Corridor as identified by the Commonwealth of Virginia between Prince William and Loudoun Counties, including, but not limited to, the extension of the Route 234 Bypass (the Prince William County Parkway) from the I-66 corridor to Route 50 and Northstar Boulevard.

**The Metrorail System:**

The Chamber acknowledges that a properly managed Washington Metropolitan Area Transit Authority

(WMATA) system is a key part of Loudoun County's future economic growth and success. The Chamber strongly endorses significant reforms for Metro in three areas: governance, funding, and operations. This endorsement includes support for new federal, dedicated capital and operating funding for WMATA and strategic use of new regional funds for maintenance.

**Dulles Greenway:**

The Chamber continues to support distance-based tolling and other options along the Dulles Greenway to increase utilization of that existing transportation corridor and reduce alternative, congested routes. Current toll prices for the Dulles Greenway discourage using the toll road and add vehicular traffic to alternate routes within the local road network. Proposed toll hikes will only exacerbate the situation. The Chamber opposes any legislative or regulatory efforts to increase tolls on the Dulles Greenway, extend the current franchise on the facility, or amend the state code regarding governing oversight of the roadway until reforms, including distance-based tolling and reduced toll rates, are implemented.

**Potomac River Crossings:**

The Chamber supports proper funding for repairs and improvements to the American Legion Bridge. It also supports the identification of the right-of-way for and construction of an additional Potomac River crossing in Loudoun County.

**Route 50:**

The Chamber supports expanding Route 50 and improving the collector road network and interchanges in the Dulles South area.

**Route 15:**

The Chamber supports improving U.S. Route 15 between Leesburg and Point of Rocks and replacing and enhancing the Point of Rocks Bridge.

**Route 9:**

The Chamber supports improving portions of Route 9 to enhance connectivity with Route 7.

**Loudoun's Airports:**

The Chamber recognizes the positive economic impact of Washington-Dulles International Airport and Leesburg Executive Airport on Loudoun County. In that light, the Chamber fully supports continued



infrastructure investment at both airports, including, but not limited to, capital projects to advance fulfillment of the Use and Lease agreement between the Airports Authority and airlines serving both Washington Dulles International Airport and Ronald Reagan Washington National Airport, and construction of a permanent air traffic control tower to serve the Leesburg Executive Airport.

The Chamber supports the development of new passenger and cargo services at Washington-Dulles International Airport, including expansion of facilities to provide for further growth. The Chamber supports the airport's efforts to remain cost-competitive, regionally and nationally, and therefore opposes any attempt to expand perimeter rule exemptions at Reagan National Airport. In addition, the Chamber strongly supports maintaining and further developing airport-compatible land uses in the areas surrounding the airport to facilitate aviation development into the future and ensure adequate access to Washington-Dulles International Airport. Furthermore, the Chamber encourages the Board of Supervisors to avoid rezoning land within the Airport Impact Overlay District for Residential and other non-airport compatible uses.

**Metropolitan Washington Airports Authority:**

The Chamber also supports continued efforts by the Metropolitan Washington Airports Authority (MWAA) and others to ensure the Authority's transparency and accountability to the citizens of the Commonwealth and the jurisdictions in Northern Virginia.

**Air Transportation Marketplace:**

Further, the Chamber supports maintaining a fully competitive air transportation marketplace and Federal Air Traffic Control and aviation policy initiatives (including "NextGen" and "Open Skies" bilateral agreements) that enhance the airline and general aviation services available to our region.

**Development Near Leesburg Executive Airport:**

The Chamber supports the growth of the Leesburg Executive Airport by maintaining compatible land uses within the airport's Area of Influence & the County's designation of the Airport Impact Overlay District to protect taxpayer investments and maximize the airport's value as an economic development asset. The Chamber also supports the Town of Leesburg's efforts to support additional businesses at the airport, promoting competition and extra services. It encourages the Town of Leesburg to expand aircraft hangars at the airport to support economic development activities and new business arrivals in the Town and the County.

### **Aircraft Tax:**

The Chamber supports a competitive tax policy on aircraft based in Loudoun County.

### **Technology and Broadband Infrastructure:**

The Chamber supports adopting policies and funding that encourage continued expansion of private sector broadband services throughout the County, including strategically installing towers to support wireless access (broadband and voice).

In addition, the Chamber supports increased financial support and expansion of broadband access to underserved communities in Loudoun. The Chamber supports efforts to embrace public-private partnerships to facilitate broadband deployment in underserved areas in Loudoun and identify ways to leverage expanded broadband for remote working. The Chamber recognizes the opportunity to explore new technologies and strategies to enhance access to new broadband investments in the County, including wireless technologies to reach underserved areas, mainly our rural, less densely populated communities.

### **Energy Infrastructure:**

The Chamber supports the energy infrastructure that meets Loudoun's increasing energy needs, consistent with economic development and environmental considerations. Reliable, secure, resilient, and affordable energy is required to support business needs and equitably sustain the community's high quality of life while still recognizing the importance of preventing unwarranted and harmful environmental and economic impacts. To that end, the Chamber supports extensive public and local government early involvement in any new transmission extension plan. As the energy sector advances towards decarbonization, the Chamber supports collaboration between the public and private sectors to adopt responsible laws, regulations, and standards affecting the community, the workplace, and the environment to improve energy diversity, conservation, and environmental programs.

### **Energy Diversification and Expansion:**

The Chamber recognizes that its energy requirements will increase as the county grows. Existing energy resources cannot meet these additional needs. The Chamber acknowledges the solution must include a diverse mix of options, including increased conservation and energy efficiency, new sources of conventional and renewable energy -- including biofuels, hydrogen, solar, and wind and new and enhanced energy delivery infrastructure. Electricity load growth, particularly for large commercial loads

such as data centers, frequently requires rapid infrastructure expansion to meet the energy requirements of these businesses. In contrast, infrastructure modernization preserves reliability and resilience and reduces the emission of greenhouse gases. The Chamber supports a reasonable and timely approval process for such infrastructure projects.

**Energy Conservation Public Outreach:**

Energy efficiency is often the cheapest, easiest, and most underutilized means of reducing Greenhouse Gas Emissions. Developing and coordinating education and outreach plans is an essential first step toward energy conservation. Therefore, explore collaboration with local and regional communities to solicit public input and engagement in the development of healthier and more energy-efficient buildings.

**Energy Plans:**

The Chamber supports implementing the goals outlined in the updated 2022 Virginia Energy Plan. At the local level, the Chamber encourages the County's Environmental Commission to conduct a timely review of the County-wide energy plan, which should include an emphasis on energy generation, transmission, and conservation. The plan should also achieve greenhouse gas reduction in the most cost-effective and technology-neutral manner possible while preserving energy reliability, security, and resiliency.

**Energy Regulation:**

The Chamber supports a holistic approach to energy policy, including incentives and proven market-based methodologies, to accomplish the identified goals in an unbiased manner whenever possible. The Chamber also believes every effort should be made to minimize additional financial burdens imposed on businesses and consumers by climate change regulation or legislation.

**Public Water and Sewer:**

The Chamber believes that access to affordable water and sanitary systems is essential to the recruitment, retention, and success of businesses in Loudoun County. The Chamber supports sustainably managing water resources in an economically and environmentally prudent manner to ensure Loudoun's health, environment, and quality of life.

### **Access Pricing:**

The Chamber supports competitive user and availability charges for water and sewer infrastructure to support economic development and the region's ability to attract and retain businesses.

### **Innovative Solutions:**

The Chamber supports innovative, dependable, and cost-effective technologies and partnerships for wastewater and reclaimed water, as well as public-private partnerships, to assist in economic development efforts and support Loudoun County's national reputation as the heart of data center activity.

## **Housing Diversity**

The Loudoun Chamber supports more robust state and local policies and funding to increase the availability of a wide range of housing options, both rental and for sale, to meet the needs of Loudoun's diverse and growing population and workforce. We encourage Loudoun County to adequately plan for a continuum of housing to support future economic development and a broad spectrum of job growth. The Chamber believes federal, state, and local programs supporting workforce housing should be utilized and leveraged to the maximum extent possible.

### **Housing Strategy:**

The Chamber supports further refinement and review of Loudoun's Unmet Housing Needs Strategic Plan, which continually addresses the need for market-rate, workforce, and attainable housing throughout the County to allow for an economically and culturally diverse population. Prioritizing housing affordability as an economic development issue will increase Loudoun County's housing opportunity programs' visibility, prioritization, and effectiveness.

### **Attainable Housing Investment**

The Chamber supports sustainable, significant, and dedicated funding sources for attainable housing solutions to allow the County to effectively partner with the private sector and local, state, and federal government entities to construct and operate more diverse and attainable housing options for Loudoun's workforce. These solutions include but are not limited to, the Housing Trust Fund, down payment assistance, development incentives, preservation of existing attainable housing, coordination of land development, and permitting timelines to support more Low-income Housing Tax Credit (LIHTC)

projects. Loudoun should compete for and leverage funds available through flexible financing and low-interest loans under the Virginia Housing Trust Fund and National Housing Trust Fund.

**Land for Attainable Housing:**

The Chamber supports the use of County-owned vacant or under-utilized land and assets to be used or exchanged to create attainable housing units or mixed-use developments that include attainable units. The Chamber also supports the adoption of land use policies that support higher densities in appropriate designated growth areas of the County to enable a more significant number of quality housing products to be constructed and made available to all household income levels. The Chamber opposes policies that effectively limit normal, free-market activities to entitle land and develop housing vital to the continuing economic growth of businesses in Loudoun County. The Chamber also supports using the County Housing Trust Fund to buy down land acquisition.

**Housing Supply:**

The Chamber supports addressing the regional need for new home construction through a coordinated approach that involves planning, funding, and developing all forms of infrastructure to build more inclusive housing. The Loudoun Chamber supports efforts to increase the construction workforce through apprenticeships, retention programs, and training initiatives bolstered by industry and state partners.

The Chamber supports efforts to address large capital and lending shortages for the development of attainable housing by expanding federal resources and maximizing the potential of existing housing programs. This includes supporting tax credits as incentives to private investment in real estate to broaden available housing stock, preserve historic infrastructure, and create jobs. We support a dedicated funding stream for the Virginia Housing Trust and an extension of the State Housing Opportunities Tax Credit (HOTC) as a financial tool to develop and preserve attainable housing.

**Development of Housing:**

The Chamber recognizes the need for new housing to support its workforce in Loudoun County, particularly the need for more affordable, attainable housing. The Chamber supports housing development projects in areas of the County generally consistent with Loudoun's Comprehensive Plan, which includes at least 20% of proposed units as price-controlled, affordable, attainable units.

**Housing Assistance and Education:**

The Chamber supports expanding pre- and post-closing financial literacy and housing counseling resources to help enable sustainable homeownership in Loudoun County. The Chamber also supports expanding access to financial resources in underserved areas, establishing community partnerships to identify barriers facing underserved populations, expanding outreach and marketing of attainable homeownership opportunities to potential homebuyers, and increasing wealth-building opportunities through homeownership in underserved communities in Loudoun County.

**Financing:**

The Chamber supports the county's use of property tax credits, down payment programs, low-interest loans, an expedited approval process, loan guarantees, and other programs to increase homeownership for low—to moderate-income households. The Chamber also supports using the Economic Development Authority (EDA) to investigate alternative project solutions, attract housing-developers, and provide financing alternatives for potential housing projects.

**Capital Fees:**

The Chamber opposes the imposition of fees for by-right development and supports a comprehensive examination of capital facility fees to ensure that they do not disincentivize the location of businesses in Loudoun County and impede the delivery of attainable housing.

**Rent Control:**

The Chamber recognizes that housing affordability continues to be a challenge but does not believe that legislative or regulatory action limiting a housing provider’s ability to set rents according to market conditions will relieve affordability pressures and could deter future development that would add attainable units to the available housing stock.

**ENVIRONMENT**

The Chamber recognizes that Loudoun County has a good combination of urban, suburban, and rural land and significant nature resources, including two state-designated Scenic Rivers (Catoclin Creek and Goose Creek) that provide value to all Loudoun residents. The Chamber supports a holistic environmental strategy to preserve and enhance its flexible natural resources, respects private property

rights and the aspirations of businesses, and reflects Loudoun's diverse urban, suburban, and rural land uses. This includes local, state, and federal environmental initiatives that rely on market-based incentives. The Chamber urges Loudoun County's Environmental Commission and Board of Supervisors to consider these items as they update the County's 2023 Energy Plan and craft strategies to implement it.

### **Conservation Initiatives**

The Chamber supports explicitly initiatives promoting conservation, efficiency, and other economically viable business practices. The Chamber believes these initiatives must minimize financial burdens imposed on both businesses and residents and advance a Loudoun-specific environmental strategy that benefits Loudoun and/or the Region.

The Chamber believes any conservation initiative must support the implementation of state and federally approved trading programs for wetlands, streams, and stormwater mitigation, have a measurable and positive impact, and utilize incentives and proven market-based methodologies to accomplish its stated objectives.

### **Conservation Regulations in Development:**

Given the effect that the land development application process can have on a prospective business's site selection decision, the Chamber supports efforts by the Board of Supervisors to fully evaluate the impact of existing and proposed environmental regulations on Loudoun's competitive advantages relative to other jurisdictions. It has implications for the provision of attainable housing.

### **Watershed Implementation Plan (WIP) Revisions:**

The Chamber supports reasonable and scientifically valid efforts to protect the Chesapeake Bay. The Chamber supports a final WIP that achieves the requirements imposed by state and federal governments with the least possible cost and burden to Loudoun's businesses and commercial taxpayers. The WIP also must reflect the input of business stakeholders who will be required to comply with the process and its restrictions and bear the costs of compliance.

### **Stormwater Management:**

The Chamber advocates for stakeholder outreach programs to help administer the new stormwater and erosion and sediment control regulations and make timely revisions to address any problems

encountered. The Chamber supports adequate resources to administer the Stormwater Management Program at both the state and local levels to limit delays to the applicants.

**Conservation/Environmental Protection Incentives:**

The Chamber also supports policies that provide appropriate incentives—including, but not limited to, tax credits, development densities, fast-track permitting approval, and other measures that are competitive with those offered in surrounding jurisdictions—for conservation easements and private investments in environmentally sustainable building designs and systems.

**FISCAL POLICY**

The Loudoun Chamber supports the comprehensive reevaluation of Virginia’s tax and revenue structure to ensure it reflects our changed economy and adequately balances the government’s ability to fund core services and operations while maintaining a pro-business environment that enhances the County’s and Virginia’s economic competitiveness. With this, the Chamber urges elected officials to engage the Chamber and other business leaders in every stage of developing new fiscal policies that impact the business climate.

**Data Centers:**

The Chamber supports policies that contribute to the continued diversification of the County’s business tax base and reduce reliance on residential taxes to support the operations of county government and schools. Given the County’s role as the world’s largest data center market, Loudoun’s policies and actions are followed by the industry at every level and influence private sector choices about investment, real estate, infrastructure, and jobs.

Recognizing the enormous financial benefits the data center sector offers Loudoun’s tax base, the equally important global reputational benefit the industry provides, and the substantial data center ecosystem the industry supports, including construction business and contractors, service providers, and vendors, restaurants, hotels, car rental companies, philanthropic and community groups, the Chamber advocates for county tax and land use policies that provide appropriate incentives for data centers to locate and expand in Loudoun.



Further, the Loudoun Chamber supports policies that continue to provide certainty, consistency, and regulatory predictability for all industries, particularly the data center sector, given the size, magnitude, and long-term nature of siting decisions for existing and future data center investment.

**Resource Allocation:**

The Chamber supports aligning business and residential taxpayer resources with government operations that serve the county's most vital interests.

**Tax Policy:**

The Chamber supports tax policies focused on revenue generation and positively impacting Loudoun's economic competitiveness and quality of life. The Chamber supports substantive, comprehensive reform of Virginia's entire tax system to align the sources of the Commonwealth's tax revenues more closely with the spending priorities of state and local governments.

**Local Rebate:**

The Chamber supports investment in essential infrastructure by recouping a percentage of the state individual income tax collected in the locality.

**High Growth Area Investment:**

The Chamber supports additional state investment in economic development for high-growth areas and supports the increased capital costs associated with that growth, which benefits the entire Commonwealth. The Chamber supports a business-friendly tax policy that considers policies in other states and is designed to enhance Virginia's competitiveness in national and international markets. The Chamber supports the business sales tax exemption and urges full consideration of the economic impact of a business or industry's presence in Virginia before considering any other significant change to business tax policy.

**Economic Protection:**

The Chamber supports continued investments in the Virginia Retirement System (VRS), the "Rainy Day" Fund, the Federal Action Contingency Trust Fund, and targeted reserve funds as a hedge against economic downturns, including those resulting from federal spending decisions that have a disproportionate impact on the state economy. With this, the Chamber actively supports efforts to use tax policy, where appropriate, to help diversify Virginia's economy, particularly in the federal contracting sector.

**Teacher Pension Liabilities:**

The Chamber strongly supports legislation that requires the Commonwealth to include its share of teacher pension liabilities in its financial statements. The county has no control over decisions made regarding the program, and including those liabilities in the county's financial statements could negatively impact the county's bond rating.

**Federal Fiscal Responsibility:**

The Chamber supports efforts to achieve long-term federal deficit and debt reduction, which may include a phased-in approach to reducing the unaffordable growth in entitlement spending and revenue generation reforms that will strengthen the economy over the long term without impeding growth in the short term. The Chamber also encourages federal agencies and departments to fund via full-year appropriations bills rather than stopgap continuing resolutions (CRs). This will allow agencies and departments to start new programs and award multi-year contracts, and it will provide the private sector with the certainty needed to initiate and maintain new and existing product lines and services.

**Tariffs:**

The Chamber opposes unilateral imposition of tariffs and any subsequent retaliation.

**GOVERNANCE AND REGULATORY REFORM**

To effectively meet the needs of Virginia's businesses and residents, governments at all levels must operate with a business-minded focus on efficiency, responsiveness, and strategic vision that enables them to adjust to rapidly changing economic and political landscapes. To this end, the Loudoun Chamber supports a regulatory regime at the federal, state, and local levels that emphasizes the importance of strong economic growth while ensuring regulatory requirements are cost-effective and based on valid scientific and technical data. The Chamber asserts that all levels of government should conduct reliable cost-benefit analyses of all proposed regulations and provide a detailed annual accounting of the costs and benefits of those regulations.

**Business Operations and Government Interference:**

The Loudoun Chamber strongly opposes any law, regulation, or other attempt by a government entity that would interfere with the rights of any business and other private sector organization to lawfully

conduct its operations, including how a business expresses its free speech rights, and the benefits provided to its employees.

**Stakeholder Input and Review:**

The Chamber strongly advocates that the business community has a central role in discussing and developing any proposed new or amended law, policy, regulation, or another local, state, or federal government-imposed requirement that would impact the cost, operations, or growth of business in Virginia.

**Privatization:**

The Chamber supports efforts to examine the role of all levels of government in providing goods and services to determine which might be provided more efficiently, effectively, and economically by the private sector, particularly in areas where services are beyond the core functions of government.

**Property Tax Assessments:**

The Chamber supports establishing and maintaining a fair, transparent, and balanced process for determining real estate tax assessments and for taxpayers aggrieved by locally assessed real estate valuations to appeal those assessments.

**Property Rights:**

The Chamber believes that laws, ordinances, regulations, and policies at any level of government should not unnecessarily restrict private property rights and that private property owners should be justly compensated for any reductions in the value of their property caused by government actions.

**Best Value Contracts:**

The Chamber supports policy reform that provides public bodies a more time-efficient and value-driven procedure within the competitive negotiation process for professional goods and services.

**Easements:**

The Chamber supports a reasonable process for facilitating the building of infrastructure by developing properties and providing adjoining properties with access and/or connections. The Chamber also supports efforts to reform Virginia Code § 15.2-1800 to eliminate the public hearing requirement for

localities that convey certain site development easements, such as utility easements, across public property as part of infrastructure projects in a locality's Capital Improvement Program (CIP).

**Unfunded Mandates and Policies:**

The Chamber opposes the imposition of unfunded mandates or policy positions, particularly those requiring Virginia's or Loudoun County's businesses and other taxpayers to fund the long-term costs of these mandates. To this end, the Chamber supports transparency and the disclosure in the Virginia, Loudoun County Government, and Loudoun County Public Schools' budgets of the cost to businesses and taxpayers of all unfunded mandates imposed by the state and federal governments so that tax-paying companies and citizens may understand the full costs and benefits of those mandates.

**Constitutional and Statutory Authority:**

The Chamber strongly supports the rule of law as a condition for thriving business and economic health. The Chamber opposes administrative overreach by any branch of government that goes beyond the application of statutes and the U.S. and Virginia Constitutions in a manner that negatively impacts businesses.

The Chamber believes that all levels of government should regularly conduct cost-impact reviews of all laws, regulations, and ordinances to assess their continued relevancy and efficacy, emphasizing eliminating those that unnecessarily hinder job and economic growth.

**Initiative and Referendum:**

The Chamber opposes any amendment to the Virginia Constitution to incorporate initiative and referendum procedures that bypass the General Assembly or local governing body.

**Ethics Reform:**

The Chamber strongly supports a legal and regulatory framework that requires and clearly defines the highest standards of ethical behavior and accountability for all government officials – whether elected or appointed. The Chamber supports continued statutory ethics reform for the executive branch, banning the use of campaign funds for personal expenses and banning the use of public funds by any officer, agent, or employee of any government entity for purposes unrelated to the duties of their office without lawful authorization.

**Redistricting:**

In all redistricting efforts at the state and local levels, the Chamber supports respecting the requirements outlined in the state Constitution and existing county and local government boundaries; ensuring that districts are compact, contiguous, and keep communities together; and drawing districts that neither have the intent to target individuals nor to benefit one political party.

**Two-Term Governor:**

To foster greater stability and continuity in state government operations, the Chamber advocates that the General Assembly approve a Constitutional amendment allowing Virginia’s future Governors to seek a second consecutive term.

**LEGAL POLICY**

The Chamber supports maintaining Virginia's common-sense legal system, which would enable the Commonwealth to achieve a best-in-class economic environment. The Chamber opposes measures that would increase the burden of excessive litigation and diminish Virginia’s competitive position.

**Appointment of Judges:**

The Chamber supports the prompt appointment of new judges to replace any retiring judges in the Circuit Court and the appropriation of funding for additional judicial positions in the Circuit Court to accommodate the increasing civil and criminal caseload.

**Business Court:**

The Chamber supports establishing a business court system in the Commonwealth that would focus exclusively on business disputes.

**Alternative Resolution:**

The Chamber supports arbitration and other alternative dispute resolution mechanisms, including arbitration, mediation, and minor claims procedures, to reduce the number of lawsuits and their costs while ensuring justice is served. The Chamber believes Alternative Dispute Resolution (ADR) methods and processes, such as arbitration, mediation, and minor claims procedures, provide consumers, employees, and other injured parties with an accessible and fair process for obtaining redress for claims

and can, in many cases avoid the expense and inefficiency of litigation. The Chamber opposes any efforts to restrict or even ban the use of ADRs significantly.

### **Class Action Reform:**

The Chamber supports class action reform and opposes efforts to weaken the Class Action Fairness Act.

### **Restoration of Due Process Rights**

The Chamber supports restoring employers' due process rights by eliminating incentives for officials, regulators, and plaintiffs' lawyers to file charges against a company – that may or may not have done something wrong – merely to press secret financial settlements on those companies in exchange for dropping said charges.

### **Data Privacy Requirements:**

The U.S. has a patchwork of outdated federal laws intended to protect personal information. At the same time, states have passed laws that impose different (and sometimes contradictory) requirements for data privacy. The Chamber supports a federal law to provide a uniform federal standard for data privacy. Moreover, the Chamber urges Congress and the executive branch to collaborate to ensure a uniform, national standard for breach notification requirements, providing clarity and certainty to businesses for compliance, placing reasonable limits on businesses' liability, and discouraging meritless lawsuits.

## **Healthcare and Wellness**

The Chamber supports collaborative efforts between healthcare stakeholders, including providers, purchasers, insurers, and consumers, to ensure continued innovation, creativity, and transformation in the healthcare marketplace. The Chamber recognizes the importance of the healthcare industry to the economy and the community. It supports maximum flexibility to encourage businesses to provide the best health insurance options for employees in the free market system. The Chamber is highly concerned about the impact of federal healthcare mandates on the business community and urges careful consideration of any further policy changes or regulations developed in this area. The Chamber supports initiatives that improve healthcare quality and lower costs; promote healthcare pay-for-performance; encourage fair regulation of the insurance market; expand the use of healthcare data and technology to improve treatment and the patient experience; and emphasize prevention-and workplace wellness.

### **Reimbursement/Regulation:**

The Chamber supports appropriate federal and state reimbursement levels that allow primary care providers, specialists, and hospitals to care for patients and reduce the displacement of costs to privately insured people. The Chamber strongly opposes legislation limiting access, increasing costs for employers and workers, reducing provider reimbursements, and inhibiting innovation. This may include, but is not limited to, a national, single-payer, government-run healthcare system such as “Medicare-for-All” and “Medicare Buy-In.” In addition, we remain concerned about the regulatory burdens placed on businesses and providers and the cost and negative impact of those regulations, including the adverse effects of the lack of predictability for the healthcare market and the economy.

### **Insurance Marketplace:**

The Chamber supports legislation that stabilizes the insurance marketplace and ensures access to affordable and stable group health insurance for all businesses, including sole proprietors and businesses with few employees and individuals. The Chamber supports legislation that reduces state burdens and provides tax incentives to help small enterprises offset increases in health insurance costs, including incentives that encourage participation in “consumer-driven” healthcare and wellness plans.

### **Preventative Services and Treatment:**

The Chamber recognizes the critical role of mental health, substance abuse, and addiction treatment services in creating and maintaining a healthy and productive workforce. The Chamber supports increased resources dedicated to delivering infrastructure, innovation, and system improvements to the mental health delivery system that enable individuals and families to access preventative, community-based, non-emergency services while ensuring the care, safety, and support of persons in crisis.

### **Access to Healthcare:**

The Chamber supports the expansion of healthcare infrastructure (both inpatient and outpatient) to meet community needs. The Chamber seeks to protect and expand services offered by safety net healthcare providers so all Loudoun’s residents can access healthcare while enhancing quality, choice, unbiased data transparency, and diminishing redundancies and waste.

### **Emergency Preparedness:**

The Chamber supports appropriate planning for emergency preparedness and public-private partnerships to address pandemic preparedness and support for a robust volunteer Medical Reserve

Corps. The Chamber supports federal, state, and local emergency relief programs that provide financial support for medical needs for those uninsured due to pandemic-related job loss.

**Telehealth:**

The Chamber supports the expanded adoption of telehealth services and appropriate reimbursement levels that encourage their continued use. Telehealth will provide greater access and affordability to healthcare services for employees and citizens.

**Human Services Planning:**

Loudoun County's rapid population growth necessitates a strong safety net of coordinated, high-quality human services to ensure its residents' and employees' health, safety, and wellness. The Chamber supports a public/private planning process that includes local government, nonprofit providers, philanthropy, and the business community to identify and address short and long-term human service needs, access, and delivery for Loudoun residents and employees.