



COMMONWEALTH of VIRGINIA

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MEMORANDUM

To: C. Ray Davenport
Commissioner
Virginia Department of Labor and Industry

From: Joshua E. Laws
Assistant Attorney General

Date: July 11, 2019

Subject: Letter of Assurance for Periodic Review of Regulations – Regulations Governing Virginia Hours of Work for Minors found at 16 VAC 15 – 40.

Pursuant to the Code of Virginia and Executive Order 14 (2018), a periodic review of a regulation every four years shall include an examination by the Office of the Attorney General to ensure statutory authority. In that regard, I have reviewed the regulation referenced above. In my view, as counsel to the Department of Labor and Industry, these regulations may be promulgated pursuant to Title 40.1 *et seq.* of the Code of Virginia. The regulations do not appear to conflict with the Constitution of the United States or the Constitution of the Commonwealth of Virginia, nor do they appear to conflict with any federal or state law currently in effect.

This memorandum addresses legal matters only and is not intended to serve, nor should it be construed, as a comment for or against the merits of the proposed regulations.