

It's time to vote, Virginia!

NTEU has the resources you need to make an informed decision about the candidates for federal office on your ballot.

On the following pages you will find a quick reference sheet with lifetime scores and endorsements, in-depth candidate profiles and information on voting in Virginia.

We've included profiles for the two major U.S. Senate candidates, incumbent U.S. House Representatives who are running for re-election, and new candidates for the U.S. House that secured NTEU's endorsement.

You can confirm your voter registration status, congressional district, and polling place on your state's [official election website](#).

For more NTEU-specific resources, visit us at [NTEU.org/takeaction](https://www.nteu.org/takeaction) or email us at political@nteu.org.

GET OUT THE VOTE

in VIRGINIA



**GENERAL
ELECTION DAY**

WHY SHOULD YOU VOTE?

Voting is one of the most powerful ways to make your voice heard in our democracy, but in 2020, only 66.8% of the voting-age population in the United States reported voting.

Modern technology has improved access to information on candidates and made it easier to register to vote in many areas, and it is vital to be aware of how you can participate in the 2024 election cycle.



VIRGINIA'S ABSENTEE AND MAIL-IN VOTING PROCEDURES

Permanent absentee/ mail-in voting procedures:

- No excuse required to request an absentee ballot
- Applications can be submitted via mail, in-person, email, fax, online



VIRGINIA'S EARLY VOTING DEADLINES

Early Voting **Begins: September 20**

Early Voting **Ends: November 2**

DEADLINES TO KNOW FOR VOTING IN VIRGINIA



VOTER REGISTRATION DEADLINE:

October 15

Twenty-one days before an election. Same-day registration is permitted during early voting and on Election Day.



ABSENTEE / MAIL-IN VOTING BALLOT DEADLINES:

Request must be received by

October 25

Eleven days before the election at 5 PM; Election Day for in-person requests.



BALLOT SUBMISSION DEADLINE:

Must be received before noon on the third day after the election if postmarked by Election Day.

Postmarked by Election Day



Information provided by NCSL, HeadCount, and US Vote Foundation. Check your state's website for the most up-to-date voter information.

HOW CAN YOU REGISTER TO VOTE IN VIRGINIA


To register to vote in Virginia, visit the State Board of Elections website for more information on voter eligibility and the registration process.

STATE ELECTION OFFICE




You can begin the registration process through Virginia's Online Voter Registration System.

ONLINE VOTER REGISTRATION SYSTEM

U.S. Senator for Virginia

Candidate Name	Candidate Type	NTEU Lifetime Voting Score	Endorsed by NTEU?
Sen. Tim Kaine	Incumbent	100%	
Hung Cao	Challenger	N/A	

U.S. House Representatives for Virginia

Candidate Name	District and Candidate Type	NTEU Lifetime Voting Score	Endorsed by NTEU?
Rep. Rob Wittman	1 – Incumbent	19%	
Rep. Missy Cotter Smasal	2 – Challenger	N/A	
Rep. Jen Kiggans	2 – Incumbent	43%	
Rep. Bobby Scott	3 – Incumbent	100%	
Rep. Jennifer McClellan	4 – Incumbent	100%	

*No candidates for U.S. House Representative in Districts 1, 5, 6 or 9 secured NTEU’s endorsement. There are no incumbent candidates in Districts 7 or 10.



U.S. House Representatives for Virginia

Candidate Name	District and Candidate Type	NTEU Lifetime Voting Score	Endorsed by NTEU?
Rep. Ben Cline	6 – Incumbent	7%	
Rep. Eugene Vindman	7 – Open Seat	N/A	✓
Rep. Don Beyer	8 – Incumbent	96%	✓
Rep. Morgan Griffith	9 – Incumbent	11%	
Rep. Suhas Subramanyam	10 – Open Seat	N/A	✓
Rep. Gerry Connolly	11 – Incumbent	100%	✓

Sen. Tim Kaine (D-VA)



The State

Virginia



NTEU Lifetime Score

100%

Where They Stand on NTEU's Issues:

- ✓ Advocated for NTEU members with agency leadership
- ✓ Publicly praised federal employees
- ✓ Fought for your pay
- ✓ Protected your union rights
- ✓ Fought for working families
- ✓ Protected your benefits
- ✓ Fought for agency funding and staffing
- ✓ Fought to keep the government open

What You Should Know

Year elected: 2012

- | | | | |
|---|-------------------------------------|-------------------------------------|--------------------------|
| Friend of organized labor | <input checked="" type="checkbox"/> | Former federal employee | <input type="checkbox"/> |
| Spoke at the NTEU Legislative Conference | <input checked="" type="checkbox"/> | Comes from a union household | <input type="checkbox"/> |
| Met with NTEU members | <input checked="" type="checkbox"/> | Veteran of the U.S. Armed Forces | <input type="checkbox"/> |
| Attended a NTEU rally | <input type="checkbox"/> | Former law enforcement officer | <input type="checkbox"/> |
| Toured a worksite with NTEU representatives | <input type="checkbox"/> | Family member of a federal employee | <input type="checkbox"/> |

NTEU Committees & Jurisdiction

- Armed Services (DoD)
- Health, Ed., Labor & Pensions (HHS)

Contact Information

<http://www.kaine.senate.gov/>



Hung Cao Candidate for U.S. Senate (R-VA)

The State

Virginia



Where They Stand on NTEU's Issues:

- ✗ Supports efforts to reinstate Schedule F
- ✗ Supports cutting government spending and reducing the size of the federal workforce
- ✗ Makes disparaging public comments about federal employees

What You Should Know

- | | | | |
|---|--------------------------|-------------------------------------|-------------------------------------|
| Friend of organized labor | <input type="checkbox"/> | Former federal employee | <input checked="" type="checkbox"/> |
| Responded to NTEU's Candidate Questionnaire | <input type="checkbox"/> | Comes from a union household | <input type="checkbox"/> |
| Met with NTEU members | <input type="checkbox"/> | Veteran of the U.S. Armed Forces | <input checked="" type="checkbox"/> |
| Former public sector employee | <input type="checkbox"/> | Former law enforcement officer | <input type="checkbox"/> |
| Participated in a NTEU Candidate Interview | <input type="checkbox"/> | Family member of a federal employee | <input type="checkbox"/> |

Contact Information

Website: <https://www.hungforva.com>

X: https://x.com/HungCao_VA

Facebook: <https://www.facebook.com/HungCaoVirginia>

*Profile information is sourced from candidate statements and public reporting.

Rep. Rob Wittman (R-VA-1)



The District

Virginia's 1st

Western
Chesapeake Bay
and suburbs
north and west
of Richmond



NTEU Lifetime Score

19%

Where They Stand on NTEU's Issues:

- ✗ Fought to undercut working families
- ✗ Publicly disparaged federal employees
- ✗ Fought to roll back telework
- ✗ Fought to shut down the government
- ✗ Undermined your union rights and protections
- ✗ Worked to cut agency funding and staffing

What You Should Know

Year elected: 2007

- | | | | |
|---|-------------------------------------|-------------------------------------|--------------------------|
| Friend of organized labor | <input type="checkbox"/> | Former federal employee | <input type="checkbox"/> |
| Spoke at the NTEU Legislative Conference | <input type="checkbox"/> | Comes from a union household | <input type="checkbox"/> |
| Met with NTEU members | <input checked="" type="checkbox"/> | Veteran of the U.S. Armed Forces | <input type="checkbox"/> |
| Attended a NTEU rally | <input type="checkbox"/> | Former law enforcement officer | <input type="checkbox"/> |
| Toured a worksite with NTEU representatives | <input type="checkbox"/> | Family member of a federal employee | <input type="checkbox"/> |

NTEU Committees & Jurisdiction

- Armed Services (DoD)
- Natural Resources (NPS, BLM)

Contact Information

<http://www.wittman.house.gov>

Rep. Jen Kiggans (R-VA-2)

The District

Virginia's 2nd

NTEU Lifetime Score

43%



Suburban
Hampton Roads



Where They Stand on NTEU's Issues:

- ✓ Protected your benefits
- ✗ Fought to undercut working families
- ✗ Publicly disparaged federal employees
- ✗ Fought to roll back telework
- ✗ Undermined your union rights and protections

What You Should Know

Year elected: 2022

- | | | | |
|---|--------------------------|-------------------------------------|-------------------------------------|
| Friend of organized labor | <input type="checkbox"/> | Former federal employee | <input type="checkbox"/> |
| Spoke at the NTEU Legislative Conference | <input type="checkbox"/> | Comes from a union household | <input type="checkbox"/> |
| Met with NTEU members | <input type="checkbox"/> | Veteran of the U.S. Armed Forces | <input checked="" type="checkbox"/> |
| Attended a NTEU rally | <input type="checkbox"/> | Former law enforcement officer | <input type="checkbox"/> |
| Toured a worksite with NTEU representatives | <input type="checkbox"/> | Family member of a federal employee | <input type="checkbox"/> |

NTEU Committees & Jurisdiction

- Armed Services (DoD)
- Natural Resources (NPS, BLM)

Contact Information

<https://kiggans.house.gov/>



Missy Cotter Smasal Candidate for U.S. House (D-VA-2)

The District

Virginia's 2nd



Suburban
Hampton Roads

Where They Stand on NTEU's Issues:

- ✓ Believes in the right to join a union and bargain working conditions
- ✓ Pledged to vote for fair, meaningful pay increases for federal employees
- ✓ Pledged to protect healthcare and retirement benefits
- ✓ Pledged to ensure federal agencies are independent, fully staffed and funded, and can meet their missions
- ✓ Pledged to protect telework
- ✓ Pledged to fight proposals to restrict union rights in the federal sector

What You Should Know

- | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| Friend of organized labor | <input checked="" type="checkbox"/> | Former federal employee | <input type="checkbox"/> |
| Responded to NTEU's Candidate Questionnaire | <input checked="" type="checkbox"/> | Comes from a union household | <input checked="" type="checkbox"/> |
| Met with NTEU members | <input type="checkbox"/> | Veteran of the U.S. Armed Forces | <input checked="" type="checkbox"/> |
| Former public sector employee | <input checked="" type="checkbox"/> | Former law enforcement officer | <input type="checkbox"/> |
| Participated in a NTEU Candidate Interview | <input checked="" type="checkbox"/> | Family member of a federal employee | <input type="checkbox"/> |

Contact Information

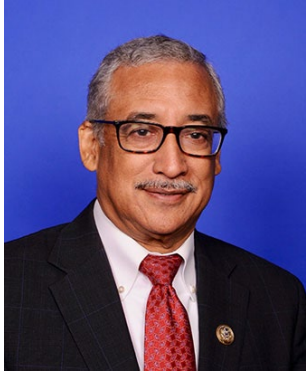
Website: <https://missy4congress.com>

X: <https://www.twitter.com/missycottersmas>

Facebook: <https://www.facebook.com/missy4congress>

*Profile information is sourced from the NTEU Candidate Questionnaire and public reporting.

Rep. Bobby Scott (D-VA-3)



The District

Virginia's 3rd

Central Hampton Roads



NTEU Lifetime Score

100%

Where They Stand on NTEU's Issues:

- ✓ Advocated for NTEU members with agency leadership
- ✓ Publicly praised federal employees
- ✓ Protected your benefits
- ✓ Defended telework
- ✓ Protected your union rights
- ✓ Fought for your pay
- ✓ Fought for working families
- ✓ Fought to expand your benefits
- ✓ Fought to keep the government open
- ✓ Fought for agency funding and staffing

What You Should Know

Year elected: 1992

- | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| Friend of organized labor | <input checked="" type="checkbox"/> | Former federal employee | <input type="checkbox"/> |
| Spoke at the NTEU Legislative Conference | <input type="checkbox"/> | Comes from a union household | <input checked="" type="checkbox"/> |
| Met with NTEU members | <input checked="" type="checkbox"/> | Veteran of the U.S. Armed Forces | <input checked="" type="checkbox"/> |
| Attended a NTEU rally | <input type="checkbox"/> | Former law enforcement officer | <input type="checkbox"/> |
| Toured a worksite with NTEU representatives | <input type="checkbox"/> | Family member of a federal employee | <input type="checkbox"/> |

NTEU Committees & Jurisdiction

Does not serve on any NTEU-relevant committees

Contact Information

<https://bobbyscott.house.gov>

Rep. Jennifer McClellan (D-VA-4)



The District

Virginia's 4th

Richmond and eastern Southside Virginia



NTEU Lifetime Score

100%

Where They Stand on NTEU's Issues:

- ✓ Fought for your pay
- ✓ Fought to keep the government open
- ✓ Supported paid family leave
- ✓ Protected your union rights
- ✓ Protected your benefits
- ✓ Fought for agency funding and staffing
- ✓ Fought for working families

What You Should Know

Year elected: 2023

- | | |
|---|---|
| <ul style="list-style-type: none"> Friend of organized labor <input checked="" type="checkbox"/> Spoke at the NTEU Legislative Conference <input checked="" type="checkbox"/> Met with NTEU members <input checked="" type="checkbox"/> Attended a NTEU rally <input type="checkbox"/> Toured a worksite with NTEU representatives <input type="checkbox"/> | <ul style="list-style-type: none"> Former federal employee <input type="checkbox"/> Comes from a union household <input type="checkbox"/> Veteran of the U.S. Armed Forces <input type="checkbox"/> Former law enforcement officer <input type="checkbox"/> Family member of a federal employee <input checked="" type="checkbox"/> |
|---|---|

NTEU Committees & Jurisdiction

- Armed Services (DoD)

Contact Information

<http://mcclellan.house.gov>

Rep. Ben Cline (R-VA-6)



The District

Virginia's 6th

Shenandoah
Valley



NTEU Lifetime Score

7%

Where They Stand on NTEU's Issues:

- ✗ Fought to undercut working families
- ✗ Undermined your union rights and protections
- ✗ Publicly disparaged federal employees
- ✗ Worked to cut agency funding and staffing
- ✗ Fought to roll back telework
-
- ✗ Fought to shut down the government

What You Should Know

Year elected: 2018

- | | |
|--|--|
| Friend of organized labor <input type="checkbox"/> | Former federal employee <input type="checkbox"/> |
| Spoke at the NTEU Legislative Conference <input type="checkbox"/> | Comes from a union household <input type="checkbox"/> |
| Met with NTEU members <input checked="" type="checkbox"/> | Veteran of the U.S. Armed Forces <input type="checkbox"/> |
| Attended a NTEU rally <input type="checkbox"/> | Former law enforcement officer <input type="checkbox"/> |
| Toured a worksite with NTEU representatives <input type="checkbox"/> | Family member of a federal employee <input type="checkbox"/> |

NTEU Committees & Jurisdiction

- Approps. (All agencies except for FDIC, OCC, CFPB, FHFA)
- Judiciary (PTO)

Contact Information

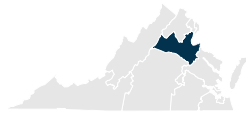
<http://cline.house.gov>



Eugene Vindman Candidate for U.S. House (D-VA-7)

The District

Virginia's 7th



Southern D.C.
exurbs

Where They Stand on NTEU's Issues:

- ✓ Believes in the right to join a union and bargain working conditions
- ✓ Pledged to vote for fair, meaningful pay increases for federal employees
- ✓ Pledged to protect healthcare and retirement benefits
- ✓ Pledged to ensure federal agencies are independent, fully staffed and funded, and can meet their missions
- ✓ Pledged to protect telework
- ✓ Pledged to fight proposals to restrict union rights in the federal sector

What You Should Know

- | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| Friend of organized labor | <input checked="" type="checkbox"/> | Former federal employee | <input checked="" type="checkbox"/> |
| Responded to NTEU's Candidate Questionnaire | <input checked="" type="checkbox"/> | Comes from a union household | <input type="checkbox"/> |
| Met with NTEU members | <input type="checkbox"/> | Veteran of the U.S. Armed Forces | <input checked="" type="checkbox"/> |
| Former public sector employee | <input type="checkbox"/> | Former law enforcement officer | <input type="checkbox"/> |
| Participated in a NTEU Candidate Interview | <input type="checkbox"/> | Family member of a federal employee | <input checked="" type="checkbox"/> |

Contact Information

Website: <https://vindmanforcongress.com>

X: <https://www.twitter.com/YVindman>

Facebook: <https://www.facebook.com/vindmanforcongress>

*Profile information is sourced from the NTEU Candidate Questionnaire and public reporting.

Rep. Don Beyer (D-VA-8)



The District

Virginia's 8th

Inner D.C.
suburbs



NTEU Lifetime Score

96%

Where They Stand on NTEU's Issues:

- ✓ Advocated for NTEU members with agency leadership
- ✓ Publicly praised federal employees
- ✓ Protected your benefits
- ✓ Defended telework
- ✓ Fought to expand your benefits
- ✓ Protected your union rights
- ✓ Fought for your pay
- ✓ Supported paid family leave
- ✓ Protected your job
- ✓ Fought for working families
- ✓ Fought to keep the government open
- ✓ Fought for agency funding and staffing

What You Should Know

Year elected: 2014

- | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| Friend of organized labor | <input checked="" type="checkbox"/> | Former federal employee | <input checked="" type="checkbox"/> |
| Spoke at the NTEU Legislative Conference | <input checked="" type="checkbox"/> | Comes from a union household | <input type="checkbox"/> |
| Met with NTEU members | <input checked="" type="checkbox"/> | Veteran of the U.S. Armed Forces | <input type="checkbox"/> |
| Attended a NTEU rally | <input checked="" type="checkbox"/> | Former law enforcement officer | <input type="checkbox"/> |
| Toured a worksite with NTEU representatives | <input type="checkbox"/> | Family member of a federal employee | <input type="checkbox"/> |

NTEU Committees & Jurisdiction

- Ways & Means (IRS, SSA, TTB, Chief Counsel, BFS)

Contact Information

<http://beyer.house.gov/>

Rep. Morgan Griffith (R-VA-9)



The District

Virginia's 9th

Southwestern
Virginia



NTEU Lifetime Score

11%

Where They Stand on NTEU's Issues:

- ✗ Fought to undercut working families
- ✗ Undermined your union rights and protections
- ✗ Publicly disparaged federal employees
- ✗ Worked to cut agency funding and staffing
- ✗ Fought to roll back telework
-
- ✗ Fought to shut down the government

What You Should Know

Year elected: 2010

- | | |
|---|--|
| <ul style="list-style-type: none"> Friend of organized labor <input type="checkbox"/> Spoke at the NTEU Legislative Conference <input type="checkbox"/> Met with NTEU members <input checked="" type="checkbox"/> Attended a NTEU rally <input type="checkbox"/> Toured a worksite with NTEU representatives <input type="checkbox"/> | <ul style="list-style-type: none"> Former federal employee <input type="checkbox"/> Comes from a union household <input type="checkbox"/> Veteran of the U.S. Armed Forces <input type="checkbox"/> Former law enforcement officer <input type="checkbox"/> Family member of a federal employee <input type="checkbox"/> |
|---|--|

NTEU Committees & Jurisdiction

- Energy & Comm. (HHS, DOE, FCC, EPA, NRC)
- House Admin. (FEC)

Contact Information

<http://morgangriffith.house.gov/>

Suhas Subramanyam Candidate for U.S. House (D-VA-10)



The District

Virginia's 10th






Southwestern
D.C. suburbs and
exurbs

Where They Stand on NTEU's Issues:

- ✓ Believes in the right to join a union and bargain working conditions
- ✓ Pledged to ensure federal agencies are independent, fully staffed and funded, and can meet their missions
- ✓ Pledged to vote for fair, meaningful pay increases for federal employees
- ✓ Pledged to protect telework
- ✓ Pledged to protect healthcare and retirement benefits
- ✓ Pledged to fight proposals to restrict union rights in the federal sector

What You Should Know

- | | |
|---|--|
| <ul style="list-style-type: none">  Friend of organized labor <input checked="" type="checkbox"/>  Responded to NTEU's Candidate Questionnaire <input checked="" type="checkbox"/>  Met with NTEU members <input type="checkbox"/>  Former public sector employee <input checked="" type="checkbox"/>  Participated in a NTEU Candidate Interview <input checked="" type="checkbox"/> | <ul style="list-style-type: none">  Former federal employee <input checked="" type="checkbox"/>  Comes from a union household <input type="checkbox"/>  Veteran of the U.S. Armed Forces <input type="checkbox"/>  Former law enforcement officer <input type="checkbox"/>  Family member of a federal employee <input type="checkbox"/> |
|---|--|

Contact Information

Website: <https://www.suhasforvirginia.com>

X: <https://www.twitter.com/SuhasforVA>

Facebook: <https://www.facebook.com/suhasforva>

*Profile information is sourced from the NTEU Candidate Questionnaire and public reporting.

Rep. Gerry Connolly (D-VA-11)



The District

Virginia's 11th

D.C. suburbs in Fairfax County



NTEU Lifetime Score

100%

Where They Stand on NTEU's Issues:

- ✓ Advocated for NTEU members with agency leadership
- ✓ Defended telework
- ✓ Publicly praised federal employees
- ✓ Supported paid family leave
- ✓ Fought for your pay
- ✓ Protected your union rights
- ✓ Protected your benefits
- ✓ Protected your job
- ✓ Fought for working families
- ✓ Fought to expand your benefits
- ✓ Fought to keep the government open
- ✓ Fought for agency funding and staffing

What You Should Know

Year elected: 2008

Friend of organized labor	<input checked="" type="checkbox"/>	Former federal employee	<input checked="" type="checkbox"/>
Spoke at the NTEU Legislative Conference	<input checked="" type="checkbox"/>	Comes from a union household	<input type="checkbox"/>
Met with NTEU members	<input checked="" type="checkbox"/>	Veteran of the U.S. Armed Forces	<input type="checkbox"/>
Attended a NTEU rally	<input checked="" type="checkbox"/>	Former law enforcement officer	<input type="checkbox"/>
Toured a worksite with NTEU representatives	<input checked="" type="checkbox"/>	Family member of a federal employee	<input type="checkbox"/>

NTEU Committees & Jurisdiction

- Oversight & Accountability (All)

Contact Information

<http://connolly.house.gov>