# Virginia State Postings



# IRGINIA



### WORKERS' COMPENSATION NOTICE

- Promptly give to the employer and to the Virginia Workon's Compressation Commission extends or active or a prose of the exceptional disease beyond the sowerth day after the accident. In case of fatal injuries, notice must be given by one or more dependents of the decessed or by a person in which is half?



THE VIRGINIA OCCUPATIONAL SAFETY AND HEALTH (KOSR) LAW, BY AUTHORITY OF TITLE 40.1 OF THE LABOR LAWS OF MICHINA PROVIDES JOB SAFETY AND HEALTH PROTECTION FOR WORKERS. THE PURPOSE OF THE LAW STO LINE SASKER SAFE AND FAILER MUNIMAGE CONTINUES HEROEMOST THE SAFETY AND HEALTH SAFETY

#### Employees

h employee shall comply with all occupational safety and health standards, rules, regulations and orders issued er the Law that apply to his own actions and conduct on the job.

#### Inspection

.aw requires that a representative of the employer and a representative authorized by the employees be gir rfunity to accompany the VOSH inspector for the purpose of aiding the inspection.

Where there is no authorized employee representative, the VOSH inspector must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

f upon inspection VOSH believes an employer has violated the Law, a citation alleging such violations will be issued to he employer. Each citation will specify a time period within which the alleged violation must be corrected.

The VOSH citation must be prominently displayed at or near the place of alleged violation for three days or until the violation is corrected, whichever is later, to warn employees of dangers that may exist there.

#### Proposed Penalty

The Law provides for mandatory penalties against private sector employers of up to \$15,875 for each serious violation and for optional penalties of up to \$15,875 for each other—than-serious violation. Penalties of up to \$15,875 per day many be proposed for alliance to correct violations within the proposed for gentle, and penalties of up to \$15,875 per day many be proposed for alliance to correct violations within the proposed time period. Also, any employer who willfully or repealedly violates the Law may be assessed penalties of up to \$158,725 for each such violation.

Public Sector employers, all departments, agencies, institutions or other publical subdivisions of the Commonwealth, are addrect to the penalty provisions of 16WC 25-60-2000. Childmal penalties and porrected for in the You. Any syllithal violation resulting in the death of an employee is punishable, upon conviction, by a fixer of ord more than \$70,000 or by improvement for ord more than strongton, by this Subsequent controlled or an employer after a test conviction doubles these maximum penalties.

### Complaint

It is illegal to retaliate against an employee for using any of their right under the law, including raising a safety or health concern with the employer or VOSH, or reporting a work-retated injury or illness.

An employee who believes they have been discriminated against for exercising their rights under the Law, may file a complaint with the Commissioner of the Virginia Department of Labor and Industry within 60 days of the alleged

Complaints about State Plan Administration: Any person may complain to the Regional Administrator of OSHA (address below) concerning the Administration of the State Safety and Health Program.

#### State Coverage

Employers now have a new system for tracking workplace injuries and illnesses. OSWS new recordiscipling big Form 300 is simpler to understand and use. Using a question and newer formal, the revised recordiscipling in provides goodware for recording completion lights and efficience and explaint to not beasity specific cases. Smaller employers (1) or fewer employees are exempt from most regulatements. To see if you industly is partially exempt, with the COVA thread in varience large extractors legislater and in the control of the control

All fatalities must be reported to VOSH within eight (8) hours. All injuries or illnesses that result in an in-patient hospitalization, amputation or loss of an eye must be reported to VOSH within twenty-four (24) hours. Failure to report may result in solinificant monetary penalties.

### VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

## www.doli.virginia.gov

iartment of Labor pional Administrator Center, STE 740 West

Lynchburg 3704 Old Forest Road Suite B Lynchburg, WA 24501 (434) 385-0806

OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS

Central Virginia/Richmo North Run Business Park 1570 East Parham Read Richmond, VA 23228 (804) 371-3104

Northern Virginia/Manassas 9400 Innovation Drive, Suite 120, Manassas, VA 20110. (703) 392-0900

VIRGINIA SAFETY AND HEALTH CODES BOARD

EMPLOYERS: THIS POSTER MUST BE DISPLAYED IN A PROMINENT PLACE IN THE ESTABLISHMENT TO WHICH YOUR EMPLOYEES NORMALLY REPORT TO WORK.

### Did you know Virginia has an income tax credit for low-income, working individuals and families?

- Two ways to increase your income:

  The Federal Earned Income Tax Credit

  The Virginia Credit for Low Income Individuals

Could you be eligible?
FRIO OUT IT YOU GUALEY
FRIO OUT IT YOU GUALEY
for the Commonwealth of Virginia income tax credit today!
You'll be to wincome individuals forced page on the Virginia Tax after
www.tax.righinia\_conforwi-income-individuals-redif
Call the Virginia Department of Taxalisia at:
Call the Virginia Cepartment of Taxalisia at:
Cal

### Virginia Human Rights Act

Code of Virginia - Title 2.2, Chapter 39

#### Unlawful Discriminatory Practice Defined

Complaints may be filed with:



### Virginia Human Rights Act **Reasonable Accommodations** for Pregnancy

Protections from Discrimination – Va. Code § 2.2-3909
Effective July 1, 2020, employers with fine or more encloyers for a 20-week paried in her control or preceding year must provide resounded accommodations for program; orbiforth or related medical conditions, including lactation, unless the accommodation would impose an unless strabble. Employers also many and, in response to a request for a resouncide accommodation for pregnance as one many control or programs. The programs is a sequent for a transmission accommodation for pregnance as the many control or programs.

Any person who believes they were discriminated against on this basis may file a complaint with the Office of Civil Rights or seek relief by filing a civil action in state court.

### OFFICE OF THE ATTORNEY GENERAL



Office of Civil Rights
202 North 9th Street
Richmond, Vignils 23219
www.ag. virginia.gov
Crit Rights@ag.stdev.va.us
P. @04) 225-2302 [F. (804) 225-3204



### **RESOURCES FOR VIRGINIA VETERANS**







no cost to aid Virginia's veterans

### Education, Transition, Employment • Veterans Education, Transition and Employm

#### Mental Health/Substance

### Tax Benefits

Benefits Services

Unemployment Benefits

virginia employment commission
 Phone: 1-866-832-2363 • www.vec.virginia.gov

Call 988, press 1 or text 838255

## NOTICE TO WORKERS

replayment Insurance (UII benefits are available to workers who unemployed and who meet the requirements of Wighia UII Wighia UII was been used to be the second of the second of the layer of the second of the second of the layer of the second of the MAY APPLY FOR UNEMPLOYMENT INSURANCE BENEFITS IF-You are totally more properly second of the You are working reduced wages or hours.

- YOU WILL NEED TO PROVIDE:
- Your full legal name
   Your Social Security Number . Your authorization to work (if you are not a US Citizen or

IF TOTALLY UNEMPLOYED, ON A TEMPORARY LAYOFF, OR IF WORKING REDUCED HOURS:

The first week you are unemployed, register for work, and file a claim for benefits. You can file your claim online at www.vec.virginia.gov or by calling our Customer Contact Center at 1-886-832-2363. Register for work online at \*\*Ost-932-2935. Register for work colline at 
\*\*WRW.WRG-VIGHTS, PEC AND FEED AND FEE

Commission. Voc cannot be paid unemployment benefits until you have filed you claim and have met all eligibility requirements. You should file your claim as soon as you become unemployed, or your hours are reduced. If you have any questions about your rights and responsibilities under the Yulgrain Lamportyment Compressation Act, visit velotile your you grain gozy or call our Customer Contact Center at 1-86-58-52-238. QUIRES EMPLOYERS TO POST THIS NOTICE IN A BLE TO AII WORKERS.

centruturent (at. 1856., s. 1104.01.01.1).

An fiscal apportunity Employer/Program
Autiliary a fiscal apportunity Employer/Program
Autiliary a fiscal apportunity Employer (at. 1852.2536 of Email:
translation/Ovec.virginia gov for Language Access/Austian
This notice is available in Spanish. Divert requests to:
Employer Accounts
P.O. 80z 62441
Richmond, VA 23261-6441

#### VIRGINIA HUMAN RIGHTS ACT

#### **REASONABLE** ACCOMMODATIONS FOR DISABILITY

Protections from Discrimination - Va. Code § 2.2-3905.1

— Va. Code § 2.2-9905.1

Effective July 1, 2022, employers with more than fine employees for a 20-week period in the current or preceding year must provide reasonable accommodations for otherwise qualified persons with disabilities if necessary to assist such person in performing a periodical pick, writees the accommodation vould impose an understanding on the employer. "Person with a disability inverse any million soner more of the map file activities or with any extra continuous control or map file activities or with bas at roads of a reasonable accommodation for disability in the control of the control of a reasonable accommodation for disability and a reasonable accommodation for disability.

• like a dweens actions against an employee;

• lower adversa person for promotions, or disability and the promotion of the promotion of the design of the promotion of

# OFFICE OF THE ATTORNEY GENERAL Office of Civil Rights 202 North 9th Street Richmond, Virginia 23219

### **Average Weekly Wage** for 2025

Pursuant to Via. Code 5 et al. 1-28 2.8, the term "leve-wage employee" as a spoled to coverent not to compete has been calculated by the Virginia Decentment of Workforce Development and Advancement to include all employees who ceans an average of less than 51,463. 10 per week. Turn-wage employee "also includes an individual with has independently contracted with another person to perform compensated for sent employee "also includes an individual with has independently contracted with another person to perform compensated for sent employee as of the commonwealth for all compensated for sent employee as of the Commonwealth for all compensated for sent employees as of the Commonwealth for all coloraptions an experient size, entire cos, or, threatens to enforce a coverent not to compete with any low-wage employee as defined by demands of the compensated for sent and included demange, and or vial momentary persolates assessed by the Commissioner.

### Virginia **Minimum Wage Act**

BEGINNING JANUARY 1, 2025, The Virginia Hourly Minimum wage is

### \$12.41 per hour

As required by law, effective January 1, 2025, the adjusted state hourly minimum wage has been established at \$12.41 per hour. This change is based on a calculation that includes the previous minimum wage rate (\$12.00 per hour) and the annual change in the Consumer Price Index (CPI-U) for 2023.

ual adjustments to the Virginia minimum wage rate will ontinue in future years using the same methodology.

#### BUSINESS SIZE

nimum Wage Act does not e sed on the size of their emp

Note: Employees of small businesses must be paid at a rate of no less than \$12.41 per hour if they are not otherwise exempt under the Act.

#### TIPPED EMPLOYEES

INFELD EIMPLOYTES

Under the "tip credit" provisions of the Fair Labor Standards
Act, tipped employees (those who reguladry receive more than
\$30.00 a month in tips may be paid at the tipped minimum
wage of \$2.13 per hour. However, an employee shounty vage
plus tips must meet the Virginia minimum wage rate of \$12.44 per
hour. If they do not, an employer must py the difference to
an employee so that they earn at least \$12.41 per hour.

Questions? Contact DOLI's Division of Labor and Employment Law: Virginia Department of Labor and Industry Division of Labor and Employment Law www.doli.virginia.gov



### Life's a little easier with meite

EITC is for people who work for someone else or own or run a business or a farm. To qualify, you must have low to mid income and meet the following rules.

- he doe date of the extern (including declination).

  The discontinue has included however, quite a silverent horome, over a certain amount discovarily must be a U.S. Cettorn or existent silver all year.

  Mayor of the as marticular files appropriaty.

  Mayor of the as marticular payorative and analysis of the silverent protect.

  Mayor of the files appropriaty.

  Mayor of the files appropriate and the silverent files appropriate appropriat

Go to week its gowletic for free information and to check out the interactive ETC Assistant to see if you qualify for the credit and estimate the amount of your ETC.

na calificar, usided y su cónyuge (si presentan una declaración conjunta): Tienen que laner ingresos de tráceljo Tienen que laner un número de Seguro Social válido para el empleo, em fecha do vancimiento de la docianación (incluidas los prómogas), o antes

/Desea avuda con el EITC?

Deese aputs con et 8707

Vibbs severis pourtie, por sobhener información gratulta y consultar el esistente
870 Cirenctivo pera ver el calitar para el ciolida y esitirar la cantilación de su 1077.

Vibbs un si sico de hadiscrica Visulacións si contribuyades con los proceedes badro los lapareses (OSIA, por usu siglice en siglice). Vibbs severis poportible o atres el 1-100-000-6406 pera en sociolidar el severis severis se contribuir el silia.

Vibbs o Pre-Fir en severis contribuir el silia.

Vibbs o Pre-Fir en severis contribuir el silia.

Vibbs o Pre-Fir en severis contribuir el silia.





**Compliance Date** January 2025

Copyright © 2025 ADP, LLC. ALL RIGHTS RESERVED. The ADP Logo, ADP, ADP Always Designing for People, and RUN Powered by ADP are registered trademarks of ADP, LLC.

ALLC 20250115

SP-VA-E

