Virginia State Postings



IRGINIA

NOTICE TO WORKERS

Signature of the second second



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

Two ways to increase your income: eral Earned Income Tax Credit

The Virginia Credit for Low Income Individuals

FIND OUT IF YOU QUALIFY

Virginia Human Rights Act

Code of Virginia - Title 2.2, Chapter 39

Complaints may be filed with:

Each employer shall furnish to each of his employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to his employees, and shall comply with occupational safety and health standards issued under the law.

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

The Law requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the VOSH inspector for the purpose of aiding the inspection.

upon inspection VOSH believes an employer has violated the Law, a citation alleging uch violations will be issued to the employer. Each citation will specify a time period ithin 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.

The Law provides for mandatory penalties against private sector employers of up to \$15,375 for each serious violation and for optional paralleles of up to \$15,575 for each failure to correct violations within the proposed time penalch Also, any employer who willfully or operatedly violates the Law may be assessed penalties of up to \$153,742 for each such violation.

Criminal penalties are also provided for in the Law. Any willful violation resulting in the death of an employee is punishable, upon conviction, by a fine of not more than \$70,000 or by imprisonment for not more than as i

Employees or their representatives have the right to file a complaint with the nearest VOSH office requesting an inspection if they believe unsafe or unhealthy conditions exist in their workplace. VOSH will withhold, or request, names of employees filing complaints. Complaints may be made at the Department of Labor and Industry addresses shown below.

Proposed Penalty

WORKERS' COMPENSATION NOTICE

mm.m.coccurp.ntgres.gov
Every employer within the operation of the Virginia Workers'
Compensation Act MUST POST THIS NOTICE IN A CONSPICUOUS PLACE in
his place of business.

THE VIRGINIA OCCUPATIONAL SAFETY AND HEALTH (WOSH) LAW, BY AUTHORITY OF TITLE 40.1 OF THE LABOR LAWS OF VIRGINIA, PROVIDES JOB SAFETY AND HEALTH PROTECTION FOR WORKERS. THE PURPOSE OF THE LAW IS TO ASSURE SAFE AND HEALTH-FUL WORKING CONDITIONS THROUGHOUT THE STATE. THE VIRGINIA SAFETY AND HEALTH CODES BOARD PROMULGATES AND ADDRYS JOB SAFETY AND HEALTH STANDARDS, AND EMPLOYERS AND EMPLOYERS ARE REQUIRED TO COMPLY WITH THESE STANDARDS. THESE STANDARDS MAY BE FOUND AT THE FOLLOWING WEB ADDRESS: http://www.dol.wignia.goodid.regulations.htm. YOU MAY ALSO TONTACT THE DEPARTMENT OF LABOR AND INDUSTRY OFFICES USTED BELOW TO RECEIVE PRINTED COPIES OF THE VIRGINIA UNIQUE STANDARDS AND OSTANDARDS AND GOTATION THE VIRGINIA WINDUSTRY OFFICES USTED BELOW TO RECEIVE PRINTED COPIES OF THE VIRGINIA UNIQUE STANDARDS AND OSTANDARDS.

Job Safety and Health Protection

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

When an employee requests an accommodation, employers must engage in a litriely, good faith interactive process with the employee to determine if the requested accommodation is rescuable and, if not, discuss alternative reasonable accemmodations that may be provided.

OFFICE OF THE ATTORNEY GENERAL

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 of VOSH, or reporting a work-related 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 discrimination.

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.

The VOSH program shall apply to all public and private sector businesses in the State except for Federal agencies, businesses under the Atomic Energy Act, railroad rolling stock and tracks, certain Federal andalwas, and businesses covered by the Federal Maritime jurisdiction.

Voluntary Activity Voluntary efforts by the employer to assure its workplace is in compliance with the Law are encouraged. Voluntary Safety and Health Consultation and Training Programs exist to assist employers. These services may be obtained by contacting the Virginia Department of Labor and industry addresses

Employers now have a new system for tracking workplace injuries and illnesses. OSHA's new recordiseeping log (Form 300) is simpler to understand and use. Using a question and answer format, the revised recordiseeping rule provides quadrance for recording occupational injuries and illnesses and explains how to classify specific cases. Smaller employers (10 or lever employees) are exempt from most requirements. To see if your industry is partially exempt, with the OSHA Wabbild at www.csha.gov/iscord/seeping/journals/site/activation.

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 significant monetary penalties.



WWW.ag. Virginia.gov ChilRights@oag.state.va.us P: (804) 225-2292; F: (804) 225-3294

claim as cook you become unapplied or you how as a most of the lost of the los This notice is available in Spanish.

Direct requests to:

Employer Accounts
P.O. Box 26441

Richmond, VA 23261-6441

VIRGINIA HUMAN RIGHTS ACT

REASONABLE **ACCOMMODATIONS** FOR DISABILITY

OFFICE OF THE ATTORNEY GENERAL Office of CNR Rights 202 North 98 Stotel Richmord, Verginia 23219 www.ng.virginia.gov civilrights@oog stala.vs.us P; (804) 225-2292; P; (904) 225-3294

Notice of the **Average Weekly Wage**

Virginia Department of Labor and Industry Division of Labor and Employment I aw

Minimum Wage

Increases to \$12.00 per hour

Effective January 1, 2023

Tipped Employees

- For More Information, please visit:

 Wagnia Minimum Wage Act Definitions & Exemptions:

 18th//feek is virginia gov/secode/th94-0, 1ch aptoral-leadin-40, 1-28, 50'

 18th//feek is virginia gov/secode/th94-0, 1ch aptoral-leadin-40, 1-28, 10'

 Feek Labor Sandarinia Act

 Feek Labor Sandarinia Act

 18th/secolomic Managania del planta del plant

Life's a little easier with 🐲 eite

- Cannot have investment income, such as interest incom Generally must be a U.S. citizen or resident alien all yea May not file as married filing separately

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.

- en calificar, usted y su cónyuge (si presentan una declaración conjunta); Tiernen que tener ingrescos de trabajo Tiernen que tener un número de Seguro Social válido para el empieo, em fecha de veacimiento de la declaración (inclúdias las prómogas), o antes





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

ALLC 20240123

www.doli.virginia.gov

U.S. Department of Labor OSHA Regional Administrator The Curtis Center, STE 740 West 170 South Independence Mall West Philadelphia, PA 19106-3309 (215) 861-4900

VIRGINIA DEPARTMENT

OF LABOR AND INDUSTRY

25-60-260.

OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS

Central Virginia/Rici North Run Business Northern Virginia 9400 Innovation D

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



IRGINIA DEPARTMENT OF LABOR AND INDUSTRY

Gary G. Pan

Copyright © 2024 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.

Compliance Date January 2024

