

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?
FIND OUT IF YOU QUALIFY for the Commonwealth of Virginia income tax credit today!

Virginia Human Rights Act

Code of Virginia - Title 2.2, Chapter 39
It is the policy of the Commonwealth of Virginia to safeguard its individuals who are discriminated because of race, color, religion, national origin, sex, sexual orientation, gender identity, marital status, pregnancy, childbirth or related medical conditions, or disability in employment, places of public accommodation, including educational institutions, in real estate transactions, professional services, health and general welfare, and further the interests, rights and privileges of individuals within the Commonwealth, and protect citizens of the Commonwealth against unfounded charges of unlawful discrimination.

WORKERS' COMPENSATION NOTICE

From WEC1
The employees of this business are covered by the Virginia Workers' Compensation Act. It is your right to know whether you are or were an insured employee.
THE EMPLOYER SHOULD:
1. Immediately give notice to the employee, in writing, of the injury or occupational disease and the date of accident or notice of the occupational disease.

Virginia Human Rights Act Reasonable Accommodations for Pregnancy

Protections from Discrimination - Va. Code § 2.2-2909
Effective July 1, 2020, employees with five or more employees for a 20-week period in the current or preceding year must provide reasonable accommodations for pregnancy, childbirth or related medical conditions, including lactation, unless the accommodation would impose an undue hardship. Employees also may sue in response to a request for a reasonable accommodation for pregnancy.

Reasonable Accommodations
Examples of reasonable accommodations include: more frequent or longer bathroom breaks, breaks to express breast milk, access to a private location other than a bathroom for the expression of breast milk, excusal or modification of employee seating, a temporary transfer to a less demanding or hazardous position, assistance with manual loads, restructuring, a modified work schedule, light-duty assignments, and leave to recover from childbirth.

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

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

NOTICE TO WORKERS

Every day many employees work for us that unemployment insurance is not from "because they have paid for it." This is not true in Virginia. There are no deductions from your paycheck for unemployment insurance. Employers "lose" an amount in a trust fund each month which unemployment insurance benefits are paid.
YOU MAY APPLY FOR UNEMPLOYMENT INSURANCE BENEFITS IF:
• You are totally unemployed or
• You are working reduced hours or
• You are working under temporary, or
• You are working under a contract, or
• You are working under a contract, or
• You are working under a contract, or
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PROTECTIONS FROM DISCRIMINATION - VA. CODE § 2.2-2906.1
(Effective July 1, 2021, employees with more than five employees for a 20-week period in the current or preceding year must provide reasonable accommodations for chronic qualified persons with disabilities. If necessary to prevent a qualified person from performing a particular job, unless the accommodation would impose an undue hardship on the employer. "Person with disability" means any person who has a physical or mental impairment that substantially limits one or more of the major life activities or who has a record of such impairment. Employees may sue in response to a request for a reasonable accommodation for disability.

REASONABLE ACCOMMODATIONS FOR DISABILITY

Protections from Discrimination - Va. Code § 2.2-2906.1
(Effective July 1, 2021, employees with more than five employees for a 20-week period in the current or preceding year must provide reasonable accommodations for chronic qualified persons with disabilities. If necessary to prevent a qualified person from performing a particular job, unless the accommodation would impose an undue hardship on the employer. "Person with disability" means any person who has a physical or mental impairment that substantially limits one or more of the major life activities or who has a record of such impairment. Employees may sue in response to a request for a reasonable accommodation for disability.

Protections from Discrimination - Va. Code § 2.2-2906.1
(Effective July 1, 2021, employees with more than five employees for a 20-week period in the current or preceding year must provide reasonable accommodations for chronic qualified persons with disabilities. If necessary to prevent a qualified person from performing a particular job, unless the accommodation would impose an undue hardship on the employer. "Person with disability" means any person who has a physical or mental impairment that substantially limits one or more of the major life activities or who has a record of such impairment. Employees may sue in response to a request for a reasonable accommodation for disability.

Notice of the Average Weekly Wage

Code of Virginia
The 2023 Labor and Employment Chapter 3, Subchapter 2, Code of Virginia, § 40.1-278.1, requires that employers provide a written notice to employees of the average weekly wage used to determine unemployment benefits.

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Minimum Wage Increases to \$12.00 per hour Effective January 1, 2023

Tippled employees who regularly receive more than \$20.00 a month may be paid the rate on the largest monthly wage of \$12.00 per hour. However, an employer's hourly wage rate that is less than the Virginia minimum wage of \$12.00 per hour. If they are not an employer, they may be paid the rate on the largest monthly wage of \$12.00 per hour.

Employees previously exempt from minimum wage coverage may now be covered under the Virginia Minimum Wage Act.
These include:
• Domestic Service Employees - Employees who perform services related to the care of an individual in a private home or in the residence of a private home or in a home.
• Live-in care in a permanent or temporary home.
• Include services such as cleaning, cooking, meals, laundry, and other household services.
• Home care providers.
• Babysitters who work more than 10 hours per week.

For More Information, please visit:
• Virginia Minimum Wage Act - Definitions & Exemptions
• Virginia Minimum Wage Act - Rates
• Virginia Minimum Wage Act - Enforcement
• Virginia Minimum Wage Act - Penalties
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Job Safety and Health Protection

THE VIRGINIA OCCUPATIONAL SAFETY AND HEALTH (VOSH) 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 HEALTHFUL WORKING CONDITIONS THROUGHOUT THE STATE. THE VIRGINIA SAFETY AND HEALTH CODES BOARD PROMULGATES AND ADOPTS JOB SAFETY AND HEALTH STANDARDS, AND EMPLOYERS AND EMPLOYEES ARE REQUIRED TO COMPLY WITH THESE STANDARDS. THESE STANDARDS MAY BE FOUND AT THE FOLLOWING WEB ADDRESS: http://www.doli.virginia.gov/doli/regulations.html. REGULATIONS, STANDARDS, AND HEALTH STANDARDS OF THE DEPARTMENT OF LABOR AND INDUSTRY OFFICES LISTED BELOW TO RECEIVE PRINTED COPIES OF THE VIRGINIA UNIQUE STANDARDS AND OBTAIN THE NAMES OF PUBLISHERS OF THE FEDERAL IDENTICAL STANDARDS.

Table with 2 columns: Topic and Description. Topics include: Employers, Discrimination, CASPA, State Coverage, Voluntary Activity, Recordkeeping, Accident Reporting, Citation, Proposed Penalty, Complaint, Occupational Safety and Health Office Locations (Headquarters, Lynchburg, Verona, Abingdon, Northern Virginia/Mannassas).

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