

Virginia State Postings



WORKERS' COMPENSATION NOTICE

Employees of the business are covered by the Virginia Workers' Compensation Act. If there is an injury while working or a disease that is caused by work, there are some things to know.

THE EMPLOYER SHOULD:

- In the event of an accident, immediately notify the employer in writing of the circumstances causing the accident and the date it occurred, in the case of an occupational disease, immediately notify the employer in writing of the disease condition and the date it appears. If the injury or disease results in death, the employer's representative or a representative of the injured worker must advise the employer's legal counsel.

- If the insurance company will not agree to a written award to pay benefits, you can file a claim with the Virginia Workers' Compensation Commission. The claim form is available on the Commission's website at www.vcc.virginia.gov/formsc.htm or by scanning the QR code to the right.

- If you claim with the Commission is different than telling your employer or the Virginia Workers' Compensation Commission.
- For an injury, you usually have one year from your date of injury to file a claim with the Commission. If a disease, you have one year from the date you were diagnosed and knew the disease was caused by the work. If both benefits need to be requested, you should request both benefits as soon as possible.

There is a seven-day waiting period before you can get paid. If you can work but cannot do your regular job, you may be able to find other work you can do to receive lost wages until you have an award.

Virginia Workers' Compensation Commission

THE EMPLOYER SHOULD:

- At the time of the accident, give the employee the names of at least three physicians from different practice groups from which the injured worker may choose an authorized treating physician. If this is not done within a reasonable time after the accident, the employer may be liable for the injured worker's costs to seek treatment from a doctor of their choice.
- Set up an insurance carrier about the injury or disease. If you do not have workers' compensation insurance, report the injury or disease to the Virginia Workers' Compensation Commission directly.

HAVE QUESTIONS?

Contact the Virginia Workers' Compensation Commission toll free at 877-684-2556 or visit www.vcc.virginia.gov for more information. You may also call the 800 code to access employee-specific information on the Commission's website.

Every employer covered by the Virginia Workers' Compensation Act must post this notice in a prominent place at their place of business, or on their website if they do not maintain a physical location.

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! Visit the Low Income Individuals Credit page on the Virginia Tax site: www.tax.virginia.gov/low-income-individuals-credit

Call the Virginia Department of Taxation at: (804) 367-8031, PAY-VIATX or (804) 339-1307 or visit: www.tax.virginia.gov

Virginia Human Rights Act

Code of Virginia - Title 22, Chapter 39

It is the policy of the Commonwealth of Virginia to:

safeguard all individuals within the Commonwealth from unlawful discrimination because of race, color, religion, ethnic or national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, sexual orientation, gender identity, military status, or disability in employment, places of public accommodation, including educational institutions, in real estate transactions, provision of public safety, health and general welfare, and further the interests, rights and privileges of individuals within the Commonwealth, and protect citizens of the Commonwealth against unlawful charges of unlawful discrimination.

Unlawful Discriminatory Practice Defined

Conduct that violates any Virginia or federal statute or regulation governing discrimination in an unlawful discriminatory practice under the Virginia Human Rights Act.

Complaints may be filed with:

OFFICE OF THE ATTORNEY GENERAL
Office of Civil Rights
202 North 8th Street
Richmond, Virginia 23219

www.vcc.virginia.gov
CivilRights@vcc.virginia.gov
P: (804) 225-2292
F: (804) 225-2294

Virginia Human Rights Act

Reasonable Accommodations for Pregnancy

Protections from Discrimination - Va. Code § 2-2-3009

Effective July 1, 2021, employers 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 on the employer. Employers also may not, in response to a request for a reasonable accommodation for pregnancy:

- take adverse actions against an employee;
- deny employment or promotion; or
- require an employee to leave before a further reasonable accommodation can be provided.

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, acquisition or modification of equipment or access to or modification of equipment, a temporary transfer to a less strenuous or hazardous position, assistance with manual labor, job 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 or seek relief by filing a civil action in state court.

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RESOURCES FOR VIRGINIA VETERANS



The following resources are available at no cost to all Virginia veterans.

www.dvs.virginia.gov

Education, Transition, Employment

- Veterans Education, Transition and Employment (VETE) ensures that every veteran or eligible person has a full and fair opportunity to reach his or her fullest potential through access to U.S. Bilateral approved post-secondary education, vocational/occupational certifications, career preparation and workforce entry services.

Phone: 1-877-265-1298
Email: vettransition@dvs.virginia.gov

Mental Health/Substance

- Virginia Veteran and Family Support Program (VFFS) provides veterans, family members, care coordinators, and supportive services to Virginia Veterans, National Guard, Armed Forces Reserve, family members and caregivers.

Phone: 1-877-265-1298

Tax Benefits

- Virginia Tax (804) 367-8031 or www.tax.virginia.gov

Benefits Services

- Benefits

Connects Virginia Veterans to benefits and services they have earned including health, disability, compensation, pensions, disability benefits, and others.

Schedule an appointment at: www.vetsa.virginia.gov

Legal Services

- Office of the Attorney General Legal Resources www.oag.state.va.us
- Virginia Lawyer Referral Service (Star Bar) www.vrls.com/virginia/

Unemployment Benefits

- Virginia Employment Commission Phone: 1-866-632-2363 or www.vec.virginia.gov

U.S. Department of Veterans Affairs Veterans Crisis Call
Call 988, press 1 or toll free 838255
All calls and texts are free and confidential.
www.veteranscrisisline.net

NOTICE TO WORKERS

Unemployment Insurance (UI) benefits are available to workers who are unemployed and who meet the requirements of Virginia UI eligibility laws. You may file a UI claim in the first week that employment stops or work hours are reduced.

YOU MAY APPLY FOR UNEMPLOYMENT INSURANCE BENEFITS IF:

- You are totally unemployed.
- 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 U.S. citizen or resident)

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 1-866-832-2363. Register for work online at www.vacc.virginia.gov.

TO BE ELIGIBLE FOR BENEFITS, THE LAW REQUIRES THAT YOU:

- File a claim with the Virginia Employment Commission.
- Have earned sufficient wages from employers who are subject to the Virginia Unemployment Compensation Act or any other State within your Base Period.
- Must be unemployed through no fault of your own.
- Must be able and available for work and actively searching for work.
- Continue to report as instructed by the Virginia Employment Commission.

You cannot be paid unemployment benefits until you have filed your claim and have met all eligibility requirements. You should file your claim as soon as you have become unemployed, or your hours are reduced. If you have any questions about your rights and responsibilities under the Virginia Unemployment Compensation Act, visit www.vec.virginia.gov or call our Customer Contact Center at 1-866-832-2363.

THE LAW REQUIRES EMPLOYERS TO POST THIS NOTICE IN A PLACE VISIBLE TO ALL WORKERS.

EMPLOYERS MUST ALSO PROVIDE A COPY OF THIS NOTICE TO EACH WORKER AT THE TIME OF SEPARATION FROM EMPLOYMENT (SEE DOL 1103-0005).

An Equal Opportunity Employer/Program
Auxiliary aids and services are available upon request to individuals with disabilities. Please call 866-832-2363 or Email: translation@vec.virginia.gov for Language Assistance/Access.
The notice is available in: Spanish. Direct requests to: Spanish.Accounts@DOL.Soc2447.Richmond.VA.22381-6441

VIRGINIA HUMAN RIGHTS ACT

REASONABLE ACCOMMODATIONS FOR DISABILITY

Protections from Discrimination

- Va. Code § 2-2-3005
Effective July 1, 2021, employers with more than five 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 particular job, unless the accommodation would impose an undue hardship on the employer. "Person with a disability" means any person who has a physical or mental impairment that substantially limits one or more of her major life activities or who has a record of such impairment.

Employers also may not, in response to a request for a reasonable accommodation for disability:

- take adverse actions against an employee;
- deny employment or promotion; or
- require an employee to leave before a further reasonable accommodation can be provided.

Reasonable Accommodations

Examples of reasonable accommodations include modifying work policies, permitting the use of leave, reassignment to a vacant position, acquisition or modification of equipment, assistance with manual labor, job restructuring, a modified work schedule, and light duty assignments.

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.

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Notice of the Average Weekly Wage for 2026

Pursuant to Va. Code § 40-1-287.3, the "low-wage employee" as applied to employers for the purposes of the law has been calculated by the Virginia Department of Labor and Industry and is \$15.5071 per hour. The average weekly wage is based on the average of low wage \$15.5071 per hour. "Low-wage employee" also includes an individual who is independently contracted with another person to perform services independent of an employment relationship and who is compensated for such services by such person at an hourly rate that is less than the median hourly wage for all workers in the same economic sector. For the preceding year, by the Bureau of Labor Statistics of the U.S. Department of Labor.

Effective July 1, 2026, a "low-wage employee" also includes an employee who, regardless of average weekly earnings, is entitled to overtime compensation under the provisions of the Fair Labor Standards Act for any hours worked in violation of the Act in any one workweek.

Any employer who enters into, engages, or threatens to enter a contract to contract with any low-wage employee as defined by the statute will be in violation of the statute and subject to a civil fine, damages, attorney fees, and liquidated damages, and civil monetary penalties assessed by the Commission. Additionally, the sectors contain a posting requirement for employers with 15 or more employees.

"Every employer shall post a copy of this section or a summary approved by the Department in the same location where other employee notices required by state or federal law are posted." Posting a copy of the Code will meet the requirements for notice to employees required under the law.

For any questions about current wage rates or requirements under the law, please contact the Department's Division of Labor & Employment Law at laborlaw@vec.virginia.gov.

Virginia Minimum Wage Act

MINIMUM WAGE \$12.77 PER HOUR

EFFECTIVE JANUARY 1, 2026

As required by law, effective January 1, 2026, the adjusted state hourly minimum wage has been established at \$12.77 per hour. This change is based on a calculation that includes the previous minimum wage rate (\$12.41 per hour) and the annual change in the Consumer Price Index (CPI-U) for 2024.

Annual adjustments to the Virginia minimum wage rate will continue in future years using the same methodology.

BUSINESS SIZE

The Virginia Minimum Wage Act does not exempt employers based on the size of their employer. All employers must be paid at a rate not less than \$12.77 per hour if they are not otherwise exempt under the Act.

TIPPED EMPLOYEES

Under the "tip credit" provisions of the Fair Labor Standards Act, tipped employees (those who regularly receive more than \$2.00 a month in tips) may be paid at the tipped minimum wage of \$2.13 per hour. However, an employer's hourly wages plus tips must meet the Virginia minimum wage rate of \$12.77 per hour. If they do not, an employer must pay the difference to an employee so that they earn at least \$12.77 per hour.

Questions? Contact DOL's Division of Labor and Employment Law: (804) 786-2706 • laborlaw@vec.virginia.gov • www.dol.virginia.gov

HR 110005



Just imagine what you could do with the EITC

EITC provides a boost to help pay your bills or save for a rainy day. 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:

- To qualify, you and your spouse (if filing a joint return):
 - Generally must be a U.S. citizen or resident alien and
 - Must have earned income
 - Must have a valid Social Security number based on or before the last date of the return primarily claiming it
 - Cannot have investment income, such as interest income, over a certain amount
 - Must have a qualifying child and not over the maximum number you are allowed and not filing a married return
 - May not have a qualifying child if another person
 - May not be over the 2025 deadline to prepare federal income tax return

You must also have a qualifying child if you do not have a qualifying child:

- You or your spouse (if filing a joint return) must be at least age 25 and under age 65
- You and your spouse (if filing a joint return) must be in the United States for more than half the year
- You and your spouse (if filing a joint return) must not qualify as a dependent of another person

To claim the EITC, you must be a federal tax resident when you file your return and not have a pending federal tax return for the year you are claiming the EITC. If the information you provided does not match your return, however, returns for previous tax years may be claimed. EITC can be claimed before the deadline. This delay applies to the entire return, not just the portion associated with the EITC.

Do you want help with the EITC?

- You or your spouse (if filing a joint return) must be at least age 25 and under age 65
- You and your spouse (if filing a joint return) must be in the United States for more than half the year
- You and your spouse (if filing a joint return) must not qualify as a dependent of another person

Errors on the tax return can cause a delay in processing your claim for the tax credits.

- If an employer provides an incorrect code to delay the processing claim are considered to have been in the United States when on active duty.

Sólo imagine lo que podría hacer con el EITC

El EITC proporciona un incentivo para ayudar a pagar sus facturas o ahorrar para los tiempos difíciles. El EITC es para las personas que trabajan para alguien más o son dueños de un negocio o tienen una granja. Para tener derecho, usted debe tener ingresos bajos a medios y cumplir con las siguientes reglas:

Para calificar, usted y su cónyuge (si presentan una declaración conjunta):

- En general, deben ser ciudadanos estadounidenses o residentes en los Estados Unidos todo el año
- Deben tener ingresos por trabajo
- Deben tener un número de Seguro Social válido en la fecha de declaración de impuestos
- No pueden tener ingresos de inversión, como intereses, que superen un monto determinado
- Deben tener un hijo calificado y no más de uno que cumpla con los requisitos para no presentar una declaración conjunta
- No pueden ser mayores de 25 años y menores de 65 años al 31 de diciembre de 2025

Usted también debe tener un hijo calificado si si no tiene un hijo calificado:

- Usted o su cónyuge (si presentan una declaración conjunta) deben tener al menos 25 años y no más de 65 años al 31 de diciembre de 2025
- Si no es residente en los Estados Unidos, usted y su cónyuge (si presentan una declaración conjunta) deben haber estado en los Estados Unidos por más de la mitad del año
- Usted y su cónyuge (si presentan una declaración conjunta) no deben calificarse como dependientes de otra persona

Para reclamar el EITC, debe haber sido un residente federal el momento de presentar su declaración de impuestos, incluso si no es residente en los Estados Unidos al momento de presentar su declaración de impuestos. Si la información que proporcionó no coincide con su declaración de impuestos, incluso si la información no coincide con su declaración de impuestos, puede reclamar el EITC antes de la fecha límite. Este retraso se aplica a toda la declaración, no solo a la parte relacionada con el EITC.

¿Necesita ayuda con el EITC?

- Visite www.irs.gov/eitc para obtener información adicional sobre el crédito y el salario EITC
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Los errores en la declaración de impuestos pueden causar un retraso en la reclamación de los créditos fiscales.

- Si un empleador proporciona un código incorrecto que retrasa la reclamación de los créditos fiscales, se considera que el contribuyente no estuvo en los Estados Unidos cuando estaba en servicio activo.

ITC EARNED INCOME TAX CREDIT



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