Virginia State Postings



RGINIA



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

Two ways to increase your income: rel 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: rrosser casesa. www.sp.stgista Onlingtos ChristyresGoopst

WORKERS' COMPENSATION NOTICE

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

Exemples of nonminated accommodations kinds that the papers or possible accommodation kinds that the papers or possible to propose breast milk, accoss to a provision to refer than a believe on the two queroses or dreast milk as queros to set the rate of the season to be modification of expapsives and modification of expapsives are modification of expapsives are imprecisely hereithe is a host determined in statistically political, installars resummant lates, pio restructuring, a modified veries submission, light draps using inversib, and level to become from the foliability.

OFFICE OF THE ATTORNEY GENERAL

www.ag.elogicla.gov CiveRigres@ooig.static.va.es Pr. (604) 225-2232; Fr. (604) 225-3254





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-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 anchieva, and businesses covered by the Federal Maritime jurisdiction.

Employers now have a new system for tracking workplace injuries and litnesses. OSHA's new recordisceping log (Form 300) is simple to understand and use. Using a question and answer format, the revised recordisceping note provides answer format, the revised recordisceping note provides quidance for recording occupational signise and litnesses and explains how to cleasely specific cases. Smaller employers (10 or leaser employers) are scarpet from most requirements. To see if your industry is partially except, with the OSHA Website at however, and were considered to have contained and have come agreement from the requirements.

All latasities 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 with reservice of VOSH with reservice or volume or volume or significant monetary penalties.

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 Taining Programs exist to assist employers. These services may be obtained by contacting the Vilgrina Department of Labor and industry addresses.







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 HEALTH-LILL WORKING CONDITIONS THOUGHOUT THE STATE. THE VIRGINIA SAFETY AND HEALTH CODES BOADD PROMULGATES AND ADOPTS OB SAFETY AND HEALTH STANDARDS, AND EMPLOYERS AND EMPLOYERS ARE REQUIRED TO COMPLY WITH THESE STANDARDS. THESE STANDARDS AND EMPLOYERS ARE REQUIRED TO COMPLY WITH THESE STANDARDS. THESE STANDARDS AND BOADDESS. HIJESCHICH, INSTRUMENT OF ILABOR 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.

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 salety 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 alding the inspection.

upon inspection VOSH believes an employer has violated the Linx, a citation alleging uch violations will be issued to the employer. Each citation will specify a time period thin 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 wa employees of dangers that may exist there.

Proposed Penalty

The Law provides for insandatory 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-fram-serious violation. Penalties of up to \$15,875 per day may be proposed for serious violation. Penalties of up to \$15,875 per day may be proposed time period. Also, any employer who willfully or repeatedly violates the Law may be assessed penalties of up to \$158,725 for each act, violation.

Criminal penalties are also provided for in the Law. Any wilful violation resulting in the death of an employee is purishable, upon conviction, by a fine of not more than \$70,00 or by imprisorment for not more than as is months, or by both. Subsequent conviction of an employer after a first conviction doubles these maximum penalties.

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

VIRGINIA DEPARTMENT

www.doli.virginia.gov

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

OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS Lynchburg 3754 Old Forest Road Suite B

Gary G. Pan

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

NOTICE TO WORKERS

- . Your authorization to work (if you are not a US Citizen or

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

nsation@voc.nirprim.gos for Languago Acosso/kosista Trin notice is avalatis in Sperion. Direct requests for Employer Accounts RO. Box 25441 Richmond, VA 23261-6441

VIRGINIA HUMAN RIGHTS ACT

REASONABLE ACCOMMODATIONS FOR DISABILITY

Reasonable Accommodations

es they were discriminated agr laint with the Office of Civil Righ

OFFICE OF THE ATTORNEY GENERAL

Office of CMI Rights
202 Morth 9th Street Richmord, Waysins 232(19)

www.ag.y.kegins.ag.or.com/rights/frogs.dato. so. us
p. 9894) 225-2292; F. 9804) 225-3294

Average Weekly Wage for 2024

Wights Department of Labor and Instant Department of Labor and Employment Law

Minimum Wage

Increases to \$12.00 per hour

Effective January 1, 2023

Tipped Employees

- For Mare Information, please visit :

 Vegica Mission Maya Art Celebistics A Ecosystosis

 18th Shint A primi provincional Medic Shinter State (1994)

 18th Shint A primi provincional Medic Shinter S

Life's a little easier with meita

BTC 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.



