# 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 portended for in the Yaw Any willfull 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 employee after a first 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-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

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. OSHVs new recordioseping log Form 300 is singered to understand and use. Using a question sea and asswer formut, the revised recordioseping rule provides systems for recording coupling injuries of illnesses and explains love to dessity specific cases. Smaller employers (10 or fewer employees) are exempt from requirements. To see if your industry is partially exempt, with the CON Wheeling or immediate control provides and provides of the CON Wheeling or immediate provides and p

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

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

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

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

OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS

## 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?
FRHO OUT IF YOU GUALEY
FRHO OUT IF YOU GUALEY
Visit the Love income individual income tax credit today!
Visit the Love income individual credit page on the Viginia fax site:
www.bx.x.ivginia of control income individuals -credit
Call the Virginia Department of Taxation at
Call the Virginia Department of Taxation at
Wird Virginia Operation of Ta

## 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

Efficient Air, 1 2001, employers with fine or more entroplese for a 20-week pried of the coursed or preceding several provider resourced economolistics for registration, related residual conditions, including lactation, unless the accommodation would impose an unless brainly. Employers and primary or resourced accommodation for pregnancy.

It has adverse accommodation significant employment.

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
Richmonk, Virginia 23219
www.ag.virginia.gov
Civil Rights@ag.stdox.va.us
P. (804) 225-2392, F. (804) 225-3294

## **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 upon the control of the contr

- 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 1 469-562-22283.

QUIRES EMPLOYERS TO POST THIS NOTICE IN A BLE TO AII WORKERS.

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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 or the next provided and the provided pick in the pro

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 proferm compensated for sent employee "also includes an individual with has independently contracted with another person to proferm 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 EMPLIVITES

Under the "tip credit" provisions of the Fair Labor Standards
Act, tipped employees (those who regularly 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 shourly vages
plus tips must meet the Virginia minimum wage rate of \$12.41 per
hour. If they do not, an employer must pay 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.

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The discontinue has included however, quite a silverent horome, over a certain amount discovarily must be a 11.0. Cettors or existent silver all year.

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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 pora ver el calitar para el civilito y entirer la cantinación de su 1077.

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Company

**Compliance Date** January 2025