

LABOR

LAWS

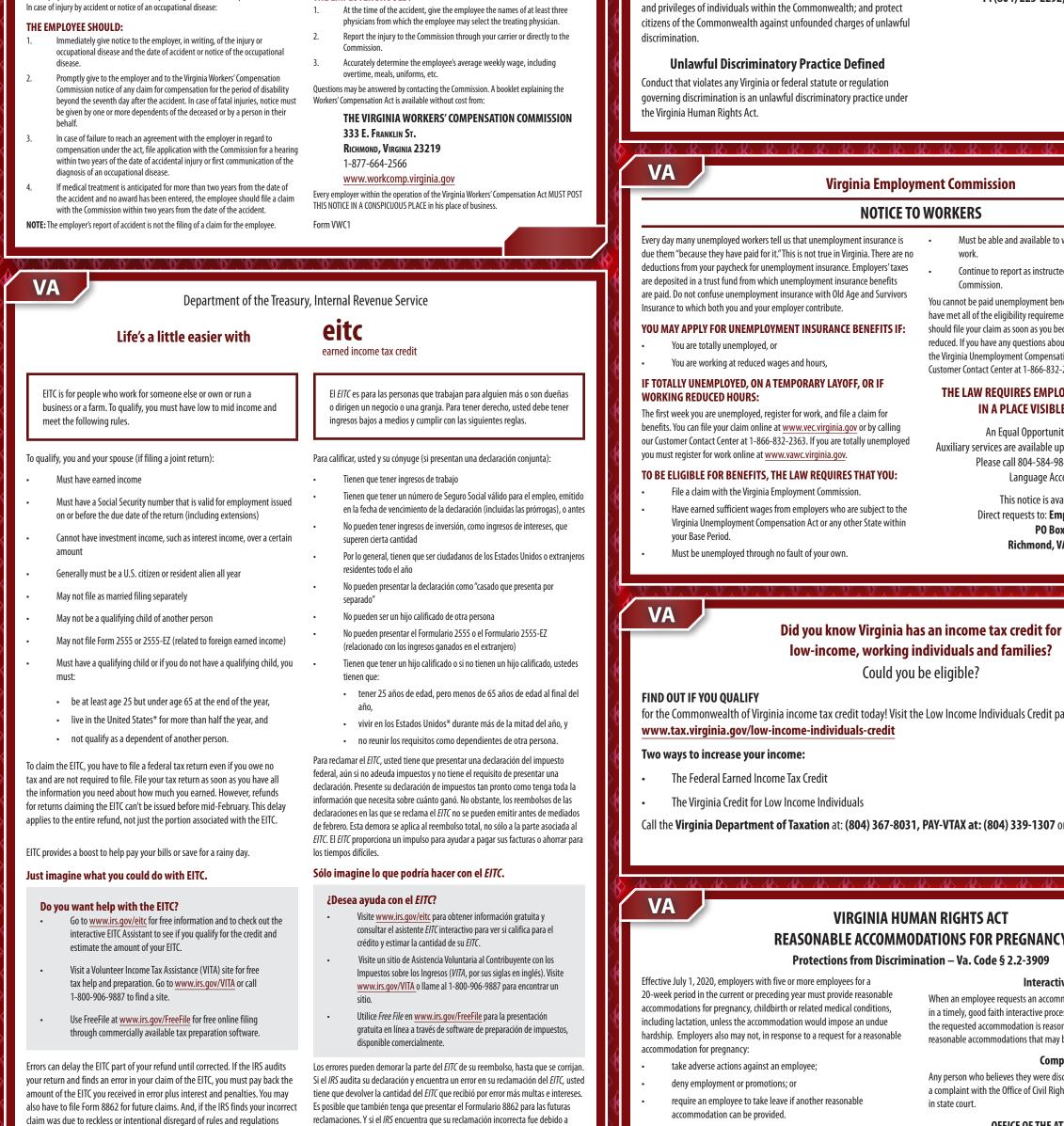
Since 1953

FEDERAL

VIRGINIA

FED FED FED YOUR EMPLOYEE RIGHTS UNDER THE **EMPLOYEE RIGHTS** U.S. Equal Employment Opportunity Commission FAMILY AND MEDICAL LEAVE ACT **UNDER THE FAIR LABOR STANDARDS ACT** Know Your Rights: Workplace Discrimination is Illegal What is FMLA leave? You do not have to share a medical diagnosis but must provide from view and free from intrusion from coworkers and the public, which The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. FEDERAL MINIMUM WAGE enough information to your employer so they can determine whether may be used by the employee to express breast milk. The Family and Medical Leave Act (FMLA) is a federal law that provides eligible If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help. the leave gualifies for FMLA protection. You must also inform your employees with job-protected leave for qualifying family and medical reasons. **\$7.25 PER HOUR ENFORCEMENT** employer if FMLA leave was previously taken or approved for the The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA Who is Protected What can You Do if You Believe The Department has authority to recover back wages and an equal Protected Veteran Status **BEGINNING JULY 24, 2009** same reason when requesting additional leave for most employees. Employees (current and former), including managers and temporary The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. amount in liquidated damages in instances of minimum wage, overtime, **Discrimination has Occurred?** Your **employer may request certification** from a health care provider Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month employees 4212, prohibits employment discrimination against, and requires affirmative action and other violations. The Department may litigate and/or recommend Contact the EEOC promptly if you suspect discrimination. Do not delay, because there to verify medical leave and may request certification of a qualifying The law requires employers to display this poster Job applicants period for: to recruit, employ, and advance in employment, disabled veterans, recently separated criminal prosecution. Employers may be assessed civil money penalties are strict time limits for filing a charge of discrimination (180 or 300 days, depending Union members and applicants for membership in a union exigency veterans (i.e., within three years of discharge or release from active duty), active duty where employees can readily see it. The birth, adoption or foster placement of a child with you, on where you live/work). You can reach the EEOC in any of the following ways: for each willful or repeated violation of the minimum wage or overtime The FMLA does not affect any federal or state law prohibiting What Types of Employment Discrimination are Illegal? wartime or campaign badge veterans, or Armed Forces service medal veterans. pay provisions of the law. Civil money penalties may also be assessed for Your serious mental or physical health condition that makes you unable **Submit** an inquiry through the EEOC's public portal: Under the EEOC's laws, an employer may not discriminate against you, regardless of discrimination or supersede any state or local law or collective bargaining Retaliation **OVERTIME PAY** violations of the FLSA's child labor provisions. Heightened civil money to work, your immigration status, on the bases of: https://publicportal.eeoc.gov/Portal/Login.aspx agreement that provides greater family or medical leave rights. Retaliation is prohibited against a person who files a complaint of discrimination, penalties may be assessed for each child labor violation that results in the At least 1¹/₂ times the regular rate of pay for all hours worked over 40 in a To care for your spouse, child or parent with a serious mental or physical 1-800-669-4000 (toll free) participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal Call State employees may be subject to certain limitations in pursuit of death or serious injury of any minor employee, and such assessments may workweek Color health condition, and contractors under these Federal law 1-800-669-6820 (TTY) direct lawsuits regarding leave for their own serious health conditions be doubled when the violations are determined to be willful or repeated. Religion Any person who believes a contractor has violated its nondiscrimination or affirmative **CHILD LABOR** Certain qualifying reasons related to the foreign deployment of your 1-844-234-5122 (ASL video phone) Most federal and certain congressional employees are also covered by The law also prohibits retaliating against or discharging workers who file a National origin action obligations under OFCCP's authorities should contact immediately: An employee must be at least 16 years old to work in most non-farm spouse, child or parent who is a military servicemember. the law but are subject to the jurisdiction of the U.S. Office of Personnel Sex (including pregnancy, childbirth, and related medical conditions, sexual an EEOC field office (information at complaint or participate in any proceeding under the FLSA. Visit The Office of Federal Contract Compliance Programs (OFCCP) jobs and at least 18 to work in non-farm jobs declared hazardous by the Management or Congress An eligible employee who is the spouse, child, parent or next of kin of a covered orientation, or gender identity) www.eeoc.gov/field-office) U.S. Department of Labor **ADDITIONAL INFORMATION** Secretary of Labor. Youths 14 and 15 years old may work outside school servicemember with a serious injury or illness may take up to 26 workweeks of Age (40 and older) 200 Constitution Avenue N.W. What does my employer need to do? E-Mail info@eeoc.gov hours in various non-manufacturing, non-mining, non-hazardous jobs Certain occupations and establishments are exempt from the FMLA leave in a single 12-month period to care for the servicemember. Disability Washington, D.C. 20210 If you are eligible for FMLA leave, your **employer** must: Genetic information (including employer requests for, or purchase, use, or with certain work hours restrictions. Different rules apply in agricultural minimum wage, and/or overtime pay provisions. Certain narrow 1-800-397-6251 (toll-free) You have the right to use FMLA leave in **one block of time**. When it is medically disclosure of genetic tests, genetic services, or family medical history) exemptions also apply to the pump at work requirements. Allow you to take job-protected time off work for a qualifying reason, If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to employment Additional information about the EEOC, including necessary or otherwise permitted, you may take FMLA leave intermittently in Retaliation for filing a charge, reasonably opposing discrimination, or access telecommunications relay services. OFCCP may also be contacted by submitting Special provisions apply to workers in American Samoa, the separate blocks of time, or on a reduced schedule by working less hours each information about filing a charge of discrimination, is Continue your group health plan coverage while you are on leave on the participating in a discrimination lawsuit, investigation, or proceeding **TIP CREDIT** a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by Commonwealth of the Northern Mariana Islands, and the day or week. Read Fact Sheet #28M(c) for more information. available at www.eeoc.gov. same basis as if you had not taken leave, and Interference, coercion, or threats related to exercising rights regarding Employers of "tipped employees" who meet certain conditions may claim calling an OFCCP regional or district office, listed in most telephone directories under Commonwealth of Puerto Rico. disability discrimination or pregnancy accommodation FMLA leave is **not paid leave**, but you may choose, or be required by your U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at Allow you to return to the same job, or a virtually identical job with the a partial wage credit based on tips received by their employees. Employers Some state laws provide greater employee protections; employers employer, to use any employer-provided paid leave if your employer's paid leave What Organizations are Covered https://www.dol.gov/agencies/ofccp/contact. must pay tipped employees a cash wage of at least \$2.13 per hour if they same pay, benefits and other working conditions, including shift and Most private employers policy covers the reason for which you need FMLA leave must comply with both. location, at the end of your leave. **EMPLOYERS HOLDING FEDERAL CONTRACTS** claim a tip credit against their minimum wage obligation. If an employee's **PROGRAMS OR ACTIVITIES RECEIVING** State and local governments (as employers) Some employers incorrectly classify workers as "independent tips combined with the employer's cash wage of at least \$2.13 per hour Your **employer cannot interfere with your FMLA rights** or threaten or **OR SUBCONTRACTS** Am I eligible to take FMLA leave? Educational institutions (as employers) FEDERAL FINANCIAL ASSISTANCE contractors" when they are actually employees under the FLSA. do not equal the minimum hourly wage, the employer must make up the punish you for exercising your rights under the law. For example, your employer You are an **eligible employee** if <u>all</u> of the following apply: The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) It is important to know the difference between the two because cannot retaliate against you for requesting FMLA leave or cooperating with a WHD difference Staffing agencie enforces the nondiscrimination and affirmative action commitments of companies Race, Color, National Origin, Sex You work for a covered employer, employees (unless exempt) are entitled to the FLSA's minimum investigation In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, doing business with the Federal Government. If you are applying for a job with, or are PUMP AT WORK What Employment Practices can be Challenged as Discriminatory wage and overtime pay protections and correctly classified You have worked for your employer at least 12 months, an employee of, a company with a Federal contract or subcontract, you are protected Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the After becoming aware that your need for leave is for a reason that may qualify All aspects of employment, including: The FLSA requires employers to provide reasonable break time for a under Federal law from discrimination on the following bases: basis of race, color or national origin in programs or activities receiving Federal independent contractors are not. You have at least 1,250 hours of service for your employer during the 12 under the FMLA, your employer must confirm whether you are eligible or Discharge, firing, or lay-off nursing employee to express breast milk for their nursing child for one year financial assistance. Employment discrimination is covered by Title VI if the primary Certain full-time students, student learners, apprentices, and not eligible for FMLA leave. If your employer determines that you are eligible, your Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National months before your leave, and Harassment (including unwelcome verbal or physical conduct) objective of the financial assistance is provision of employment, or where employment after the child's birth each time the employee needs to express breast milk. workers with disabilities may be paid less than the minimum employer must notify you in writing Origin Hiring or promotion Your employer has at least 50 employees within 75 miles of your work discrimination causes or may cause discrimination in providing services under such Employers must provide a place, other than a bathroom, that is shielded Executive Order 11246, as amended, prohibits employment discrimination by Federal wage under special certificates issued by the Department of Labor. About your FMLA rights and responsibilities, and Assianment programs. Title IX of the Education Amendments of 1972 prohibits employment location. contractors based on race, color, religion, sex, sexual orientation, gender identity, or Pay (unequal wages or compensation) discrimination on the basis of sex in educational programs or activities which receive How much of your requested leave, if any, will be FMLA-protected leave. Airline flight crew employees have different "hours of service" requirements. national origin, and requires affirmative action to ensure equality of opportunity in all Failure to provide reasonable accommodation for a disability; pregnancy, ederal financial assistance. aspects of employme childbirth, or related medical condition; or a sincerely-held religious belief, You work for a **covered employer** if **one** of the following applies: Where can I find more information? ndividuals with Disabilitie Asking About, Disclosing, or Discussing Pay observance or practice You work for a private employer that had at least 50 employees during at 1-866-487-9243 Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment DEPARTMENT OF LABOR WAGE AND HOUR DIVISION Call 1-866-487-9243 or visit dol.gov/fmla to learn more. **Benefits** Executive Order 11246, as amended, protects applicants and employees of Federal WΠV iscrimination on the basis of disability in any program or activity which receives least 20 workweeks in the current or previous calendar year, UNITED STATES OF AMERICA UNITED STATES DEPARTMENT OF LABOR www.dol.gov/agencies/whd Job training If you believe your rights under the FMLA have been violated, you may file a contractors from discrimination based on inquiring about, disclosing, or discussing Federal financial assistance. Discrimination is prohibited in all aspects of employment Classification You work for an elementary or public or private secondary school, or their compensation or the compensation of other applicants or employees complaint with WHD or file a private lawsuit against your employer in court. Scan against persons with disabilities who, with or without reasonable accommodation, Referral WH1088 the QR code to learn about our WHD complaint process. You work for a public agency, such as a local, state or federal government an perform the essential functions of the job. Disabilit Obtaining or disclosing genetic information of employees Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified agency. Most federal employees are covered by Title II of the FMLA, If you believe you have been discriminated against in a program of Requesting or disclosing medical information of employees SCAN ME individuals with disabilities from discrimination in hiring, promotion, discharge, pay, administered by the Office of Personnel Management. REV. 04/2023 Conduct that might reasonably discourage someone from opposing any institution which receives Federal financial assistance, you should DEPARTMENT OF LABOR fringe benefits, job training, classification, referral, and other aspects of employment discrimination, filing a charge, or participating in an investigation or immediately contact the Federal agency providing such assistance. How do I request FMLA leave? by Federal contractors. Disability discrimination includes not making reasonable UNITED STATES OF AMERICA accommodation to the known physical or mental limitations of an otherwise qualified Generally, to request FMLA leave you must: Conduct that coerces, intimidates, threatens, or interferes with someone WAGE AND HOUR DIVISION individual with a disability who is an applicant or employee, barring undue hardship VA exercising their rights, or someone assisting or encouraging someone Follow your employer's normal policies for requesting leave, to the employer. Section 503 also requires that Federal contractors take affirmative UNITED STATES DEPARTMENT OF LABOR Minimum Wage Increases to else to exercise rights, regarding disability discrimination (including action to employ and advance in employment qualified individuals with disabilities at Give notice at least 30 days before your need for FMLA leave, or WH1420 ccommodation) or pregnancy accommodation all levels of employment, including the executive level. \$12.00 per hour If advance notice is not possible, give notice as soon as possible. REV. 06/27/2023 Effective January 1, 2023 REV. 04/2023 Employees previously exempt from minimum wage coverage <u>may</u> **Tipped Employees** now be covered under the Virginia Minimum Wage Act. Fipped employees (those who regularly receive more than \$30.00 a month VA in tips) may be paid at the tipped minimum wage of \$2.13 per hour. These include FED However, an employee's hourly wages plus tips **must** meet the Virginia Domestic Service Employees - Employees who perform services YOUR RIGHTS UNDER USERRA Seizure First Aid related to the care of an individual in a private home or the minimum wage rate of \$12.00 per hour. If they do not, an employer **must** THE UNIFORMED SERVICES EMPLOYMENT pay the difference to an employee so that they earn **at least** \$12.00 per maintenance of a private home or its premises. How to help someone having a seizure AND REEMPLOYMENT RIGHTS ACT hour May be on a permanent or temporary basis Includes services such as companions, cooks, waiters, USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake The Virginia Minimum Wage Act does not exempt employees based on the butlers, maids, valets, and chauffeurs **STAY** with the person until they are awake and alert after the seizure. military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from size of their employer. Employees of "small" businesses generally **must** be Home care providers paid at a rate of no less than \$12.00 per hour. discriminating against past and present members of the uniformed services, and applicants to the uniformed services. Babysitters who work <u>more</u> than **10 hours** per week A the coizure / Domain calm / Tim ✓ Check for **medical ID**

Babysitters who work more than 10 hours per week	discriminating against past and present members of the uniformed services, and apprearts to the uniformed services.		✓ Time the seizure ✓ Remain calm ✓ Check for medical ID
For More Information, please visit : Questions?	REEMPLOYMENT RIGHTS HEALTH INSURANCE PROTECTION You have the right to be reemployed in your civilian job if you leave that job to If you leave your job to perform military service, you have the right		
Virginia Minimum Wage Act - Definitions & Exemptions: http://law.lis.virginia.gov/vacode/title40.1/chapter3/section40.1-28.9/ Phone: 804-786-2706	perform service in the uniformed service and: to elect to continue your existing employer-based health plan		
	• you ensure that your employer receives advance written or verbal coverage for you and your dependents for up to 24 months while in		Keep the person SAFE .
Virginia Minimum Wage Act - Rates: <u>http://law.lis.virginia.gov/vacode/title40.1/chapter3/section40.1-28.10/</u> Fax: 804-371-4643	notice of your service; the military.		
Fair Labor Standards Act: https://www.law.cornell.edu/uscode/text/29/chapter-8	 you have five years or less of cumulative service in the uniformed services while with that particular employer; Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health 		✓ Move or guide away from harm
Website: https://www.doli.virginia.go	plan when you are reemployed, generally without any waiting		
	after conclusion of service; and periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.		
	you have not been separated from service with a disqualifying		Turn the newson ants their CIDE if they are not even to and even
<u>, , , , , , , , , , , , , , , , , , , </u>	discharge or under other than honorable conditions. If you are eligible to be reemployed, you must be restored to the job and If you are eligible to be reemployed, you must be restored to the job and The U.S. Department of Labor, Veterans Employment and Training		Turn the person onto their SIDE if they are not awake and aware.
OTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, whic dicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the			✓ Keep airway clear
imum wage rate.	service or, in some cases, a comparable job. USERRA violations.		✓ Loosen tight clothes around neck
THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.	RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION • For assistance in filing a complaint, or for any other information		✓ Put something small and soft under the head
	on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets /. An interactive online		
VA	are a past or present member are obligated to serve in the USERRA Advisor can be viewed at		
Code of Virginia	of the uniformed service; uniformed service; https://webapps.dol.gov/elaws/vets/userra.	5	
§ 40.1-28.7:8. Covenants not to compete prohibited as to low-wage D. A low-wage employee may bring a civil action in a court of competent jurisdiction against any			 Seizure lasts longer than 5 minutes Repeated seizures
employees; civil penalty. former employee in violation of this section. An action under this section shall be brought within two yee	the Office of Council Council as any list his formation	8	First time seizure
A. As used in this section: of the latter of (i) the date the covenant not to compete was signed, (ii) the date the low-wage employee learns of the covenant not to compete (iii) the date the employment relationshin is	• You may also bypass the VETS process and bring a civil action against	Call 911 if	Person does not return to their usual state
"Covenant not to compete" means a covenant or agreement, including a provision of a contract of employment, between an employer takes any step to enforce the covenant not to compete.	he an employer for violations of USERKA.		 Difficulty breathing
ndividual's ability, following the termination of the individual's employment, to compete with his to order all appropriate relief, including enjoining the conduct of any person or employer, ordering the conduct of any person or employer, ordering the conduct of any person or employer.	the infinite interview of the interview		 Person is injured, pregnant, or sick Seizure occurs in water
to a customer or client of the employer if the employee does not initiate contact with or solicit the customer or client of the employer if the employee does not initiate contact with or solicit the customer or client of the employer if the employee does not initiate contact with or solicit the customer or client of the employee does not initiate contact with or solicit the customer or client of the employee does not initiate contact with or solicit the customer or client of the employee does not initiate contact with or solicit the customer or client of the employee does not initiate contact with or solicit the customer or client of the employee does not initiate contact with or solicit the customer or client of the employee does not initiate contact with or solicit the customer or client of the employee does not initiate contact with or solicit the customer or client of the employee does not initiate contact with or solicit the customer or client of the employee does not initiate contact with or solicit the customer or client of the employee does not initiate contact with or solicit the customer or client of the employee does not initiate contact with or solicit the customer or custome			
"Low-wage employee" means an employee whose average weekly earnings, calculated by "Low-wage employee" means an employee whose average weekly earnings, calculated by F Any employee tor bringing a civil action pursuant to this section.	In addition, an employer may not retaliate against anyone assisting in the	6	
dividing the employee's earnings during the period of 52 weeks immediately preceding the date of termination of employment by 52, or if an employee worked fewer than 52 weeks, by the number is subject to a civil penalty of \$10,000 for each violation. Civil penalties owed under this subsect shall be paid to the Commissioner for deposit in the general fund	enforcement of USERRA rights, including testifying or making a statement		
of weeks that the employee was actually paid during the 52-week period, are less than the average weekly wage of the Commonwealth as determined pursuant to subsection B of § 65,2-500. "Low-	wer service connection		X Do NOT restrain.
wage employee "includes interns, students, apprentices, or trainees employed, with or without pay, at a trade or occupation in order to gain work or educational experience. "Low-wage employee" the former employer or other person who attempts to enforce a covenant not to compete agains		Do NOT	✗ Do NOT put any objects in their mouth.
also includes an individual who has independently contracted with another person to perform such plaintiff.	Employer Support of the Guard and Reserve • 1-800-336-4590		
by such person at an hourly rate that is less than the median hourly wage for the Commonwealth same location where other employee notices required by state or federal law are posted. An emp	yyer		Rescue medicines can be given if prescribed by a health care professional
for all occupations as reported, for the preceding year, by the Bureau of Labor Statistics of the U.S. Department of Labor. For the purposes of this section, "low-wage employee" shall not include any Department a written warning for the first violation, shall be subject to a civil penalty not to exc			
employee whose earnings are derived, in whole or in predominant part, from sales commissions, incentives, or bonuses paid to the employee by the employer. S250 for a second violation, and shall be subject to a civil penalty not to exceed \$1,000 for a third and each subsequent violation as determined by the Commissioner. Civil penalties owed under t			Learn More and Register for Training: epilepsy.com/firstaid
B. No employer shall enter into, enforce, or threaten to enforce a covenant not to compete with any subsection shall be paid to the Commissioner for deposit in the general fund.			
C. Nothing in this section shall serve to limit the creation or application of nondisclosure agreements that are not contested by employers. Such procedures shall include provisions for an employer to	VIKGINIA HUMAN KIGHISACI	EPILEPSY	
intended to prohibit the taking, misappropriating, threating to misappropriate, or sharing of certain information, including trade secrets, as defined in § 59.1-336, and proprietary or confidential lieu of such penalty without admission of any civil liability arising from such alleged violation.	REASONABLE ACCOMMODATIONS FOR DISABILITY		
information. 2020, cc. <u>948</u> , <u>949</u> , § 40.1-28.7:7.	Protections from Discrimination – Va. Code § 2.2-3905.1	FOUNDATION	In Partnership with Virginia Department of Labor and Industry VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY
	Effective July 1, 2021, employers with more than five employees for a Interactive Process	epilepsy.com 24/7 Helpline: 1-800-332-1000	
<u>~ ~ ~</u>	20-week period in the current or preceding year must provide reasonable accommodations for otherwise qualified persons with disabilities if necessary	24/7 neipiine: 1-600-552-1000	
FED EMPLOYEE RIGHTS	to assist such person in performing a particular job, unless the accommodation to assist such person in performing a particular job, unless the accommodation	This publication was created by the Epilepsy Four	ndation, a nationwide network organization. This publication is made possible with funding from the Centers for Disease Control and Prevention (CDC) under
EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT	would impose an undue hardship on the employer. "Person with a disability" reasonable accommodations that may be provided		106256-04-00. Its contents are solely the responsibility of the Epilepsy Foundation and do not necessarily represent the views of the CDC. EFA440/PAB022
	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 Complaints	8	
The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment. The Act also permits polygraph testing, subject to restrictions, of certain employees of private fir who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc	s imposiment Employer also may not in regenere to a request for a reasonable		
That resulted in economic loss to the employer.	accommodation for disability: a complaint with the Office of Civil Rights.		
The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.	• take adverse actions against an employee; OFFICE OF THE ATTORNEY GENERAL		
rospective employee for refusing to take a test or for exercising other rights under the Act. EXAMINEE RIGHTS	deny employment or promotions; or Office of Civil Rights		
EXEMPTIONS ederal, State and local governments are not affected by the law. Also, the law does not apply to tests	202 North 9th Street		
rederal, state and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related			REV. 03
activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, ENFORCEMENT	civilrights@oag.state.va.us	K W W W W W W W	A V A V A V A V A V A V A V A V A V A V
subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Secretary of Labor may bring court actions to restrain violations and assess civil penalties ag violators. Employees or job applicants may also bring their own court actions.	Examples of reasonable accommodations include modifying work policies, permitting the use of leave, reassignment to a vacant position, acquisition or		
THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.	modification of equipment, assistance with manual labor, job restructuring, a		
	modified work schedule, and light duty assignments.		Department of Labor and Industry
DEPARTMENT OF LABOR UNITED STATES OF DATES DEPARTMENT OF LABOR UNITED STATES DEPARTMENT OF LABOR UNITED STATES DEPARTMENT OF LABOR		M Inh	Safety and Health Protection
UNITED STATES WID UNITED STATES DEPARTMENT OF LABOR <u>www.dol.gov/agencies/whd</u>	VA Virginia Human Pights Act		
OF AMERICA WH1462	Virginia Human Rights Act	THE VIRGINIA OCCUPATIONAL SAFETY AND H	EALTH (VOSH) LAW, BY AUTHORITY OF TITLE 40.1 OF THE LABOR LAWS OF VIRGINIA, PROVIDES JOB SAFETY AND HEALTH PROTECTION FOR WORKERS.
	Code of Virginia – Title 2.2, Chapter 39		AND HEALTHFUL WORKING CONDITIONS THROUGHOUT THE STATE. THE VIRGINIA SAFETY AND HEALTH CODES BOARD PROMULGATES AND ADOPTS JOE
	It is the policy of the Commonwealth of Virginia to: Complaints may be filed with:	SAFETY AND HEALTH STANDARDS, AND EMP	LOYERS AND EMPLOYEES ARE REQUIRED TO COMPLY WITH THESE STANDARDS. THESE STANDARDS MAY BE FOUND AT THE FOLLOWING WEB ADDRESS:
REV. 02/20	Safeguard all individuals within the Commonwealth from unlawful OFFICE OF THE ATTORNEY GENERAL		(doli_regulations.html. YOU MAY ALSO CONTACT THE DEPARTMENT OF LABOR AND INDUSTRY OFFICES LISTED BELOW TO RECEIVE PRINTED COPIES OF
	discrimination because of race, color, religion, national origin, sex, OFFICE OF CIVIL RIGHTS	VIRG	SINIA UNIQUE STANDARDS AND OBTAIN THE NAMES OF PUBLISHERS OF THE FEDERAL IDENTICAL STANDARDS.
<u>, no sko sko sko sko sko sko sko sko sko sk</u>	sexual orientation, gender identity, marital status, pregnancy, 202 North 9th Street	Emplo	overs Complaint
	childbirth or related medical conditions, age, military status, or Discussion Viscous, 22210		
VA WORKERS' COMPENSATION NOTICE	childbirth or related medical conditions, age, military status, or RICHMOND, VIRGINIA 23219 disability in employment, places of public accommodation, including www.ag.virginia.gov		ees employment and a place of employment Employees or their representatives have the right to file a complaint with the nearest VOSH of
VA WORKERS' COMPENSATION NOTICE	disability in employment, places of public accommodation, including educational institutions, in real estate transactions; preserve the public www.ag.virginia.gov	Each employer shall furnish to each of his employer free from recognized hazards that are causing or a	
VA WORKERS' COMPENSATION NOTICE The employees of this business are covered by the Virginia Workers' Compensation Act. In case of injury by accident or notice of an occupational disease: THE EMPLOYER SHOULD: 1. At the time of the accident, give the employee the names of at least three	disability in employment, places of public accommodation, including www.ag.virginia.gov	Each employer shall furnish to each of his employe	re likely to cause death or serious harm to his requesting an inspection if they believe unsafe or unhealthy conditions exist in their workp



n.		Each employee shall comply with all occur
awful Discriminatory Practice Defined		and orders issued under the Law that appl
violates any Virginia or federal statute or regulation		
scrimination is an unlawful discriminatory practice under		The Law requires that a representative of t
luman Rights Act.		The Law requires that a representative of t employees be given an opportunity to acco
		the inspection.
		Where there is no authorized employee re
Virginia Employr	nent Commission	reasonable number of employees concern
NOTICE TO	WORKERS	
y unemployed workers tell us that unemployment insurance is ause they have paid for it." This is not true in Virginia. There are no m your paycheck for unemployment insurance. Employers' taxes n a trust fund from which unemployment insurance benefits of confuse unemployment insurance with Old Age and Survivors	 Must be able and available to work and making an active search for work. Continue to report as instructed by the Virginia Employment Commission. 	If upon inspection VOSH believes an emploviolations will be issued to the employer. E alleged violation must be corrected. The VOSH citation must be prominently dist
hich both you and your employer contribute. PLY FOR UNEMPLOYMENT INSURANCE BENEFITS IF:	You cannot be paid unemployment benefits until you have filed your claim and have met all of the eligibility requirements. To speed payment of benefits, you should file your claim as soon as you become unemployed or your hours are	days or until the violation is corrected, whi exist there.
re totally unemployed, or re working at reduced wages and hours,	reduced. If you have any questions about your rights and responsibilities under the Virginia Unemployment Compensation Act, visit our website, or call our Customer Contact Center at 1-866-832-2363.	Pro The Law provides for mandatory penalties
JNEMPLOYED, ON A TEMPORARY LAYOFF, OR IF EDUCED HOURS: you are unemployed, register for work, and file a claim for	THE LAW REQUIRES EMPLOYERS TO POST THIS NOTICE IN A PLACE VISIBLE TO ALL WORKERS.	each serious violation and for optional per violation. Penalties of up to \$15,375 per da
an file your claim online at <u>www.vec.virginia.gov</u> or by calling Contact Center at 1-866-832-2363. If you are totally unemployed ter for work online at www.vawc.virginia.gov.	An Equal Opportunity Employer/Program Auxiliary services are available upon to individuals with disabilities.	within the proposed time period. Also, any may be assessed penalties of up to \$153,7
BLE FOR BENEFITS, THE LAW REQUIRES THAT YOU: claim with the Virginia Employment Commission.	Please call 804-584-9841 or 866-373-6915 for Language Access/Assistance.	Public Sector employers, all departments, the Commonwealth, are subject to the per
earned sufficient wages from employers who are subject to the ia Unemployment Compensation Act or any other State within Base Period.	This notice is available in Spanish. Direct requests to: Employer Accounts Unit PO Box 26441	Criminal penalties are also provided for in of an employee is punishable, upon convic imprisonment for not more than six mont
be unemployed through no fault of your own.	Richmond, VA 23261-6441	after a first conviction doubles these maxi
	1 . D. P.	
, _	s an income tax credit for	
-	ndividuals and families?	
,	be eligible?	MA
F YOU QUALIFY monwealth of Virginia income tax credit today! Visit th virginia.gov/low-income-individuals-credit	e Low Income Individuals Credit page on the Virginia Tax site:	600 East Richmo
to increase your income:		VOICI FAX
Federal Earned Income Tax Credit		www.d
/irginia Credit for Low Income Individuals		
-	PAY-VTAX at: (804) 339-1307 or visit: www.tax.virginia.gov	
jinia vepartinent of faxation at. (604) 507-605 f,	FAI-VIAN al. (004) 559-1507 OF VISIL. <u>WWW.tax.virginia.gov</u>	Headquarters
		Main Street Centre
a a a a a a a a a a a a	<u>ah ah a</u>	600 East Main Street, Suite 207
VIRGINIA HUM	AN RIGHTS ACT	Richmond, Virginia 23219 (804) 371-2327
	DATIONS FOR PREGNANCY	
	ation – Va. Code § 2.2-3909	Central Virginia/Richmond North Run Business Park
, 2020, employers with five or more employees for a d in the current or preceding year must provide reasonable ons for pregnancy, childbirth or related medical conditions, ation, unless the accommodation would impose an undue aloyers also may not, in response to a request for a reasonable on for pregnancy:	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	NORTH RUN DUSINESS PARK 1570 East Parham Road Richmond, VA 23228 (804) 371-3104
idverse actions against an employee;	Any person who believes they were discriminated against on this basis may file	
employment or promotions; or re an employee to take leave if another reasonable nmodation can be provided.	a complaint with the Office of Civil Rights or seek relief by filing a civil action in state court.	

	DUT THE STATE. THE VIRGINIA SAFETY AND HEALTH CODES BOARD PROMULGATES AND ADOPTS JOB WITH THESE STANDARDS. THESE STANDARDS MAY BE FOUND AT THE FOLLOWING WEB ADDRESS: E DEPARTMENT OF LABOR AND INDUSTRY OFFICES LISTED BELOW TO RECEIVE PRINTED COPIES OF THE			
	OF PUBLISHERS OF THE FEDERAL IDENTICAL STANDARDS.			
Employers	Complaint			
ployer shall furnish to each of his employees employment and a place of employment n recognized hazards that are causing or are likely to cause death or serious harm to his ees, and shall comply with occupational safety and health standards issued under the law.	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, on request, names of employees filing complaints. Complaints may be made at the Department of Labor and Industry addresses shown below.			
Employees ployee shall comply with all occupational safety and health standards, rules, regulations	Discrimination			
ers issued under the Law that apply to his own actions and conduct on the job.	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 injur or illness.			
Inspection				
requires that a representative of the employer and a representative authorized by the ees be given an opportunity to accompany the VOSH inspector for the purpose of aiding ection.	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.			
here is no authorized employee representative, the VOSH inspector must consult with a ble number of employees concerning safety and health conditions in the workplace.	CASPA			
Citation	Complaints about State Plan Administration: Any person may complain to the Regional Administrator of OSHA (address below) concerning the Administration of the State Safety an			
nspection VOSH believes an employer has violated the Law, a citation alleging such ns will be issued to the employer. Each citation will specify a time period within which the violation must be corrected.	Health Program. State Coverage			
H citation must be prominently displayed at or near the place of alleged violation for three until the violation is corrected, whichever is later, to warn employees of dangers that may ere.	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 enclaves, and businesses covered by the Federal Maritime jurisdiction.			
Proposed Penalty	Voluntary Activity			
provides for mandatory penalties against private sector employers of up to \$15,375 for ious violation and for optional penalties of up to \$15,375 for each other—than—serious n. Penalties of up to \$15,375 per day may be proposed for failure to correct violations he proposed time period. Also, any employer who willfully or repeatedly violates the Law	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 assis employers. These services may be obtained by contacting the Virginia Department of Labou Industry addresses			
assessed penalties of up to \$153,742 for each such violation.	Recordkeeping			
ector employers, all departments, agencies, institutions or other political subdivisions of monwealth, are subject to the penalty provisions of 16VAC 25-60-260.	Employers now have a new system for tracking workplace injuries and illnesses. OSHA's new recordkeeping log (Form 300) is simpler to understand and use. Using a question and answer			
penalties are also provided for in the Law. Any willful violation resulting in the death ployee is punishable, upon conviction, by a fine of not more than \$70,000 or by nment for not more than six months, or by both. Subsequent conviction of an employer irst conviction doubles these maximum penalties.	format, the revised recordkeeping rule provides guidance for recording occupational injuries and illnesses and explains how to classify specific cases. Smaller employers (10 or fewer employees) are exempt from most requirements. To see if your industry is partially exempt, visit the OSHA Website at www.osha.gov/recordkeeping/pub3169text.html .			
	Accident Reporting			
	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.			

CASPA

State Coverage

Voluntary Activity

Recordkeeping

Accident Reporting

st be reported to VOSH within eight (8) hours. All injuries or illnesses that result 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.

VIRGINIA	DEPARTMENT	OF L/	ABOR AN	D INDUST	X	'
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MAIN STREET CENTRE 600 East Main Street, Suite 207 RICHMOND, VIRGINIA 23219 VOICE (804) 371-2327 FAX (804) 371-6524 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

OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS

9400 INNOVATION DRIVE, SUITE 120, MANASSAS, VA 20110. (703) 392-0900

Tidewater/Norfolk

6363 CENTER DRIVE BUILDING 6, SUITE 101 NORFOLK, VA 23502

P.O. Box 772 (540) 248-9280

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY Gary G. Pan Commissioner

Lynchburg 3704 OLD FOREST ROAD SUITE B LYNCHBURG, VA 24501 (434) 385-0806

Verona 201 LEE HIGHWAY VERONA, VA 24482

VIRGINIA SAFETY AND HEALTH CODES BOARD

(276) 676-5465

Northern Virginia/Manassas Southwest/Roanoke BRAMMER VILLAGE **3013 PETERS CREEK ROAD** ROANOKE, VA 24019 (540) 562-3580

(757) 455-0891

Abingdon

The Johnson Center 468 East Main Street, Suite 114, ABINGDON, VA 24210

