Virginia State Postings



IRGINIA



Minimum Wage

Increases to

\$12.00

per hour Effective January 1, 2023 Tipped Employees Tipped employees (those who regularly receive more than \$50.00 a month in tipp may be paid at the tipped mishimum wage of \$2.13 per hour. However, an employee's hourly wages plus tips mast meet the Virgidia mishimum wage rate of \$12.00 per hour. If they do not, an employee must pay the difference to an employee so that they earn at least \$12.00 per hour.

Employees previously exempt from ninimum wage coverage may now be covered under the Virginia Minimum Wage Act.

May be on a permanent or temporary basis Includes services such as companions, cooks, waiters, butlers, maids, valets, and chauffeurs

Virginia Minimum Wage Act - Definitions & Exemptions: http://law.lia.virginia.gow/vacode/title40.1/chapt /section40.1-28.9/

Questions? Contact the Labor Law Division

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

The Federal Earned Income Tax Credit
 The Virginia Credit for Low Income Individuals

Virginia Human Rights Act

Code of Virginia - Title 2.2. Chapter 39

WORKERS' COMPENSATION NOTICE

- ons may be answered by contacting the Commission. A booklet sing the Workers' Compensation Act is available without cost from

NA WORKERS' COMPENSATION (338 E. Franklinis 23219 1-877-884-2586 www.workcomp.virginis.gov

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

DEFICE OF THE ATTORNEY GENERAL

Richmond, Wrginis 23219 www.ag.virginis.gov CMIRights@cog.state.va.us P: (804) 225-2292; F: (804) 225-3294

An employee ho 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.

State Coverage

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, cortain Federal enclaves, and businesses covered by the Federal Maritime jurisdiction.

Voluntary efforts by the employer to assure its workplace is in compilance with the Law are encouraged. Voluntary Safety and Health Consultation and Training Programs exist to assist employers. These services may be obtained by contacting the Virginia Department of Labor and Industry addresses shown below.

Recordkeeping

Employers now have a new system for tracking workplace injuries and illnesses. OSHA's new recordiseeping log (Form 300) is simpler to understand and use. Using a question and answer format, the revised recordiseeping rule provides quidance 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, viet the OSHA Webste at wave seeks any other conference and other conference

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.

Voluntary Activity











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-FUL, 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 ATT HE FOLLOWING WES ADDRESS: http://www.doi.vi.gring.ao/doi.reguialiona.bind..reguialiona.bind..rog/ UND MAY ALD CONTACT THE DEPARTMENT OF LABOR AND INDUSTRY OFFICES LISTED BELOW TO RECEIVE PRINTED COPIES OF THE VIRGINIA UNIQUE STANDARDS AND OSTAN THE MARKS OF PUBLISHERS OF THE HEDERAL 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 safety 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 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 the 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 \$14,270 for each serious violation and for optional penalties of up to \$14,270 for each serious violation and for optional penalties of up to \$14,270 for to each serious control to \$14,270 for each serious control to \$14,000 for each serious control to \$142,001 for

Criminal penalties are also provided for in the Law. Any willful violation resulting in the death of an employee is punishable, upon conviction, by a fine of not more than \$70,000 or by imprisonment for not more than six 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 unhealthy conditions exist in their workplace. VOSH will withhold, or nequel, name of employees filing complaints. Complaints may be made at the Department of Labor and Industry addresses shown below.

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

www.doli.virginia.gov

U.S. Department of Labor OSHA Regional Administrator The Curtis Center, STE 740 West 170 South Independence Mall West

OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS

Northern Virgini 9400 Innovation I Manassas, VA 20

Lynchburg, VA 24501 (434) 385-0806

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY 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

work, and file a claim for benefits. You can file your claim online at Contact Center at 1-866-832-2363. If you are totally unemployed,

Notice of the Average Weekly Wage for 2021

REASONABLE ACCOMMODATIONS FOR DISABILITY

Reasonable Accommodations

OFFICE OF THE ATTORNEY GENERAL 202 North 9th Street Richmond, Virginia 23219 www.sq.virginia.gov.civilrights@seg.atote.vsu.us P. 8041 225-2292: F: 8040 225-3254

Fax: 804-371-4643

Life's a little easier with **meitc**

business or a farm. To qualify, you must have low to mid income and meet the following rules.

EITC is for people who work for

- qualify, you and your spouse (if filing a joint return):

- (including advancional)

 Caronal two inventment income, such as interest income, over a certain amount.

 Generally must be a U.S. cifizen or resident alien all year.

 May not the a married filing separately.

 May not the a married filing separately.

 May not the a cqualifying child of another person.

 May not the Form 2555 or 2555-EZ (violated to foreign earned income).

- Must have a qualifying child or if you do not have a qualifying child, you must:
- live in the United States* for more than half the year, not qualify as a dependent of another person.
 claim the BITC, you have to file a federal face return revenit your no to cand are not required to file. File year tax return are no to cand are not required to file. File year tax return as a read and the timeration you need about how much a earned. However, returned for returne claiming the BITC can't issued before mid-fire-turnary. This delay applies to the entire und, not just the portion associated with the BITC.

- Do you want help with the EITC?

VIRGINIA

El EITC es para las personas que trabajan negocio o una granja. Para tener derecho, usted debe tener ingresso bajos a medios y cumplir con las siguientes reglas.

Para calificar, usted y su cónyuge (si presentan una declaración co

- No pueden tener ingresos de inversión, como ingresos de intereses, que superen cierta cantidad
- No pueden presentar la declaración como "casado que presenta por separado"
- reu puecen ser un nijo calificado de otra persona.

 No pueden presentar el Formulario 2555 o el Formulario 2555-EZ (relacionado cen los ingresos gareados en el extranjero).

 Tenens que tener un hijo calificado o si no tienen un hijo calificado, ustedos tienen que:
- no nouvir los requisitos como dependientes de ofra persona.
 Para redamar el EFI, trusde fines que presentar una declaración del impuestos fidental, sián ai no adestada impuestos y no tiene el requisito de impuestos federal, altón el repuesto de la procedimiento de la repuesto de la procedimiento de la rediscipación de la repuesto de la procedimiento de las declaraciones en has que se encluen se EFIC no se procedimiento de las declaraciones en has que se encluen se EFIC no se procedimiento de la mediado de la febera. Esta demona se ajedica al reembolos botal, no selo a la partia seccicia al EFIC BET preporciona de impuesto pera a vedicar a pagora se factoriza o deservo para se la febera de orizone para la febera del rediscipación para la febera del como para se factoriza o demorpra para la febera del como para se factoriza o demorpra para la febera del como para se factoriza o demorpra para la febera del como para se factoriza o demorpra para la febera del como para se factoriza o demorpra para la febera del como para se factoriza del como partir para la febera del como para se factoriza del partir para la febera del como para se factoriza del partir para la febera del como para se factoriza del partir para la febera del como para se factoriza del partir para la febera del como para se factoriza del partir para la febera del como para se factoriza del partir para la febera del partir partir partir partir para la febera del partir pa

Sólo imagine lo que podría hacer con el *EITC*.

El personal militar de los EE.UU, en servicio activo prolongado fuera de los Estados Unidos se considera que vive en los Estados Unidos

