

VIRGINIA

Labor Laws

Department of Labor and Industry, Division of Labor and Employment Law

Minimum Wage Increases to \$12.00 per hour

Effective January 1, 2023

Tipped Employee

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's hourly wages plus tips **must** meet the Virginia minimum wage rate of \$12.00 per hour. If they do not, an employer **must** pay the difference to an employee so that they earn at least \$12.00 per hour.

The Virginia Minimum Wage Act **does not** exempt employees based on the size of their employer. Employees of "small" businesses generally **must** be paid at a rate of no less than \$12.00 per hour. Virginia Minimum Wage Act.

Domestic Service Employees - Employees who perform services related to the care of an

May be on a permanent or temporary basis

chauffeurs

For More Information, please visit : Virginia Minimum Wage Act - Definitions & Exemptions: http://law.lis.virginia.gov/vacode/title40.1/chapter3/section40.1-28.9/

Virginia Minimum Wage Act - Rates: http://law.lis.virginia.gov/vacode/title40.1/chapter3/section40.1-28.10/

Fair Labor Standards Act: https://www.law.cornell.edu/uscode/text/29/chapter-8

Questions? **Contact the Labor Law Division** hone: 804-786-2706 ax: 804-371-4643

Website: https://www.doli.virginia.gov/

NOTICE: 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, which indicates the federal minimum wage. Where federal and state rates both apply to an ployee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY

Department of the Treasury, Internal Revenue Service

Life's a little easier with

eitc

earned income tax credit

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

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

- Cannot have investment income, such as interest income, over a certain amount
- Generally must be a U.S. citizen or resident alien all year
- May not file as married filing separately May not be a qualifying child of another person
- May not file Form 2555 or 2555-EZ (related to foreign earned income) Must have a qualifying child or if you do not have a qualifying child, you must:
- be at least age 25 but under age 65 at the end of the year,
- live in the United States* for more than half the year, and
- not qualify as a dependent of another person.

claim the EITC, you have to file a federal tax return even if you owe no tax and are not required to file. File your tax eturn as soon as you have all the information you need about how much you earned. However, refunds for returns aiming the EITC can't be issued before mid-February. This delay applies to the entire refund, not just the portion ssociated with the EITC.

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

Just imagine what you could do with EITC.

Do you want help with the EITC?

- Go to www.irs.gov/eitc for free information and to check out the interactive EITC Assistant to see if you qualify for the credit and estimate the amount of your EITC.
- Visit a Volunteer Income Tax Assistance (VITA) site for free tax help and preparation. Go to www.irs.gov/VITA or call 1-800-906-9887 to find a site.
- Use FreeFile at www.irs.gov/FreeFile for free online filing through commercially available tax preparation

rors can delay the EITC part of your refund until corrected. If the IRS audits your return and finds an error in your laim of the EITC, you must pay back the amount of the EITC you received in error plus interest and penalties. You nay also have to file Form 8862 for future claims. And, if the IRS finds your incorrect claim was due to reckless or ntentional disregard of rules and regulations or fraud, we may ban you from claiming the EITC for 2 years or 10 years, epending on the reason for the error.

U.S. military personnel on extended active duty outside the United States are considered to live in the United States

Employees previously exempt from minimum wage coverage <u>may now be covered under the</u>

- - individual in a private home or the maintenance of a private home or its premises.

 - Includes services such as companions, cooks, waiters, butlers, maids, valets, and
 - Home care providers
 - **Babysitters** who work more than **10 hours** per week

E-mail: laborlaw@doli.virginia.gov

mid income and meet the following rules

Must have earned income

- Must have a Social Security number that is valid for employment issued on or before the due date of the return (including extensions)
 - No pueden tener ingresos de inversión, como ingresos de intereses, que superen cierta cantidad • Por lo general, tienen que ser ciudadanos de los Estados Unidos o extranjeros residentes todo el año
 - No pueden presentar la declaración como "casado que presenta por separado"

Tienen que tener ingresos de trabaio

No pueden ser un hijo calificado de otra persona

declaración (incluidas las prórrogas), o antes

• No pueden presentar el Formulario 2555 o el Formulario 2555-EZ (relacionado con los ingresos ganados en el

El *EITC* es para las personas que trabajan para alguien más o son dueñas o dirigen un negocio o una granja. Para

Tienen que tener un número de Seguro Social válido para el empleo, emitido en la fecha de vencimiento de la

tener derecho, usted debe tener ingresos bajos a medios y cumplir con las siguientes reglas.

- Tienen que tener un hijo calificado o si no tienen un hijo calificado, ustedes tienen que:
- tener 25 años de edad, pero menos de 65 años de edad al final del año,
- vivir en los Estados Unidos* durante más de la mitad del año, y • no reunir los requisitos como dependientes de otra persona.

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

Para reclamar el ETTC, usted tiene que presentar una declaración del impuesto federal, aún si no adeuda impuestos y no tiene el requisito de presentar una declaración. Presente su declaración de impuestos tan pronto como tenga toda la información que necesita sobre cuánto ganó. No obstante, los reembolsos de las declaraciones en las que se reclama el EITC no se pueden emitir antes de mediados de febrero. Esta demora se aplica al reembolso total, no sólo a la parte asociada al EITC. El EITC proporciona un impulso para ayudar a pagar sus facturas o ahorrar para los tiempos difíciles.

Sólo imagine lo que podría hacer con el EITC.

- ¿Desea ayuda con el EITC?
- Visite www.irs.gov/eitc para obtener información gratuita y consultar el asistente EITC interactivo para
- ver si califica para el crédito y estimar la cantidad de su *EITC*.
- Visite un sitio de Asistencia Voluntaria al Contribuyente con los Impuestos sobre los Ingresos (VITA, por sus siglas en inglés). Visite www.irs.gov/VITA o llame al 1-800-906-9887 para encontrar un sitio. Utilice Free File en www.irs.gov/FreeFile para la presentación gratuita en línea a través de software de

preparación de impuestos, disponible comercialmente. Los errores pueden demorar la parte del *EITC* de su reembolso, hasta que se corrijan. Si el *IRS* audita su declaración y encuentra un error en su reclamación del EITC, usted tiene que devolver la cantidad del EITC que recibió por error más multas e intereses. Es posible que también tenga que presentar el Formulario 8862 para las futuras reclamaciones. Y si el

IRS encuentra que su reclamación incorrecta fue debido a descuido imprudente o intencional de las reglas y regulaciones o fraude, podemos prohibirle reclamar el *EITC* por 2 años o 10 años, dependiendo de la causa de su error. * El personal militar de los EE.UU. en servicio activo prolongado fuera de los Estados Unidos se considera que vive en los Estados Unidos mientras está en servicio activo.

Publication 962 (EN-SP) Catalog Number 34506V Department of the Treasury Internal Revenue Service www.irs.gov

40.1-28.7:8. Covenants not to compete prohibited as to low-wage employees; civil penalty.

Non-compete

ovenant not to compete" means a covenant or agreement, including a provision of a contract of employment, petween an employer and employee that restrains, prohibits, or otherwise restricts an individual's ability. ollowing the termination of the individual's employment, to compete with his former employer. A "covenant not o compete" shall not restrict an employee from providing a service to a customer or client of the employer if the mplovee does not initiate contact with or solicit the customer or client

earnings during the period of 52 weeks immediately preceding the date of termination of employment by 52, or f an employee worked fewer than 52 weeks, by the number 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 ubsection B of § 65.2-500. "Low-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

nployee" also includes an individual who has independently contracted with another person to perform services dependent of an employment relationship and who is compensated for such services by such person at an nourly rate that is less than the median hourly wage for the Commonwealth for all occupations as reported, for the receding year, by the Bureau of Labor Statistics of the U.S. Department of Labor. For the purposes of this section, ow-wage employee" shall not include any employee whose earnings are derived, in whole or in predominant part, from sales commissions, incentives, or bonuses paid to the employee by the employer.

3. No employer shall enter into, enforce, or threaten to enforce a covenant not to compete with any low-wage

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. Nothing in this section shall serve to limit the creation or application of nondisclosure agreements intended to rohibit the taking, misappropriating, threating to misappropriate, or sharing of certain information, including rade secrets, as defined in § 59.1-336, and proprietary or confidential information.

D. A low-wage employee may bring a civil action in a court of competent jurisdiction against any former employer r other person that attempts to enforce a covenant not to compete against such employee in violation of this

section. An action under this section shall be brought within two years 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 relationship is terminated, or (iv) the date the employer takes any step to enforce the covenant not to compete. The court shall have jurisdiction to void any covenant not to compete with a low-wage employee and to order all appropriate relief, including enjoining the conduct of any person or employer, ordering payment of liquidated damages, and awarding lost compensation, damages, and reasonable attorney fees and costs. No employer may discharge, threaten, or otherwise discriminate or retaliate against a low-wage employee for ow-wage employee" means an employee whose average weekly earnings, calculated by dividing the employee's bringing a civil action pursuant to this section.

> E. Any employer that violates the provisions of subsection B as determined by the Commissioner shall be subject to a civil penalty of \$10,000 for each violation. Civil penalties owed under this subsection shall be paid to the

> F. If the court finds a violation of the provisions of this section, the plaintiff shall be entitled to recover reasonable costs, including costs and reasonable fees for expert witnesses, and attorney fees from the former employer or other person who attempts to enforce a covenant not to compete against such plaintiff.

G. 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. An employer that fails to post a copy of this section or an approved summary of this section shall be issued by the Department a written warning for the first violation, shall be subject to a civil penalty not to exceed \$250 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 this subsection shall be paid to the Commissioner for deposit in the general fund.

The Commissioner shall prescribe procedures for the payment of proposed assessments of penalties that are not contested by employers. Such procedures shall include provisions for an employer to consent to abatement of the alleged violation and to pay a proposed penalty or a negotiated sum in lieu of such penalty without admission of any civil liability arising from such alleged violation.

2020, cc. 948, 949, § 40.1-28.7:7.

Department of Labor and Industry

Seizure First Aid

How to help someone having a seizure

| 1 | STAY with the person until they are awake and alert after the seizure. ✓ Time the seizure ✓ Remain calm ✓ Check for medical ID | |
|----------------|--|--|
| 2 | Keep the person SAFE . ✓ Move or guide away from harm | |
| 3 | Turn the person onto their SIDE if they are not awake and aware. ✓ Keep airway clear ✓ Loosen tight clothes around neck ✓ Put something small and soft under the head | |
| Call 911 if | Seizure lasts longer than 5 minutes Person does not return to their usual state Person is injured, pregnant, or sick | Repeated seizures First time seizure Difficulty breathing Seizure occurs in water |
| Do NOT | ✗ Do NOT restrain. ✗ Do NOT put any objects in their mouth. ✓ Rescue medicines can be given if prescribed | d by a health care professional |

Learn More and Register for Training: epilepsy.com/firstaid

EPILEPSY

FOUNDATION epilepsy.com 24/7 Helpline: 1-800-332-1000

In Partnership witl Virginia Department of Labor and Industry

Virginia Department of Labor and Industry

This publication was created by the Epilepsy Foundation, a nationwide network organization. This publication is made possible with funding from the Centers for Disease Control and Prevention

(CDC) under cooperative grant agreement number 1NU58DP006256-04-00. Its contents are solely the responsibility of the Epilepsy Foundation and do not necessarily represent the views of the

Office of the Attorney General, Office of Civil Rights

VIRGINIA HUMAN RIGHTS ACT REASONABLE ACCOMMODATIONS FOR DISABILITY

Protections from Discrimination - Va. Code § 2.2-3905.1 iffective July 1, 2021, employers with more than five employees for a 20-week period in the current or preceding year must provide easonable 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

CDC. EFA440/PAB0220 ©2020 Epilepsy Foundation of America, Inc.

f 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 promotions; or

require an employee to take leave if another reasonable accommodation can be provided. Reasonable Accommodatio camples 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 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.

Any person who believes they were discriminated against on this basis may file a complaint with the Office of Civil Rights. OFFICE OF THE ATTORNEY GENERAL

Office of Civil Rights 202 North 9th Street Richmond, Virginia 23219 www.ag.virginia.gov civilrights@oag.state.va.us P: (804) 225-2292; F: (804) 225-3294

Office of the Attorney General, Division of Human Rights **VIRGINIA HUMAN RIGHTS ACT** REASONABLE ACCOMMODATIONS FOR PREGNANCY Protections from Discrimination – Va. Code § 2.2-3909

Effective July 1, 2020, employers with five or more employees for a 20-week period in the current or preceding year must provide asonable accommodations for pregnancy, childbirth or related medical conditions, including lactation, unless the accommodation vould impose an undue hardship. Employers also may not, in response to a request for a reasonable accommodation for pregnancy: take adverse actions against an employee;

deny employment or promotions; or require an employee to take leave if another reasonable accommodation can be provided

Reasonable Accommodation imples of reasonable accommodations include more frequent or longer bathroom breaks, breaks to express breast milk, access to private location other than a bathroom for the expression of breast milk, acquisition or modification of equipment or access to or odification of employee seating, a temporary transfer to a less strenuous or hazardous position, assistance with manual labor, job structuring, 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

202 North 9th Street

Complaints may be filed with:

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

RICHMOND, VIRGINIA 23219 www.ag.virginia.gov P: (804) 225-2292; F: (804) 225-3294

Human Rights

This poster is in compliance with state posting requirements.

Office of the Attorney General, Division of Human Rights Virginia Human Rights Act Code of Virginia – Title 2.2, Chapter 39

It is the policy of the Commonwealth of Virginia to afeguard all individuals within the Commonwealth from unlawful discrimination because of race, color, religion, national origin, sex. sexual orientation, gender identity, marital status, pregnancy, childbirth or related medical conditions, age, military status, or disability in imployment, places of public accommodation, including educational institutions, in real estate transactions; preserve the public safety ealth and general welfare; and further the interests, rights and privileges of individuals within the Commonwealth; and protect citizens f the Commonwealth against unfounded charges of unlawful discrimination

Unlawful Discriminatory Practice Defined

onduct that violates any Virginia or federal statute or regulation governing discrimination is an unlawful discriminatory practice under

OFFICE OF THE ATTORNEY GENERAL OFFICE OF CIVIL RIGHTS 202 North 9th Street RICHMOND, VIRGINIA 23219 www.ag.virginia.gov Rights@oag.state.va.u: P: (804) 225-2292; F: (804) 225-3294

Workers' Comp.

WORKERS' COMPENSATION NOTICE 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 THE EMPLOYEE SHOULD:

Immediately give notice to the employer, in writing, of the injury or occupational disease and the date of accident or notice of the Promptly give to the employer and to the Virginia Workers' Compensation Commission notice of any claim for compensation for the period o lisability beyond the seventh day after the accident. In case of fatal injuries, notice must be given by one or more dependents of the deceased or by a person in their behalf.

In case of failure to reach an agreement with the employer in regard to compensation under the act, file application with the Commission for a earing within two years of the date of accidental injury or first communication of the diagnosis of an occupational disease. If medical treatment is anticipated for more than two years from the date of the accident and no award has been entered, the employee should file a claim with the Commission within two years from the date of the accident NOTE: The employer's report of accident is not the filing of a claim for the employee.

Workers' Compensation Commission At the time of the accident, give the employee the names of at least three physicians from which the employee may select the treating

Report the injury to the Commission through your carrier or directly to the Commission Accurately determine the employee's average weekly wage, including overtime, meals, uniforms, etc. Questions may be answered by contacting the Commission. A booklet explaining the Workers' Compensation Act is available without cost from THE VIRGINIA WORKERS' COMPENSATION COMMISSION 333 E. Franklin St

RICHMOND, VIRGINIA 23219 1-877-664-2566

Every employer within the operation of the Virginia Workers' Compensation Act MUST POST THIS NOTICE IN A CONSPICUOUS PLACE in his place of Form VWC1

Virginia Employment Commission

NOTICE TO WORKERS

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

YOU MAY APPLY FOR UNEMPLOYMENT INSURANCE BENEFITS IF:

You are totally unemployed You are working reduced wages or hours.

YOU WILL NEED TO PROVIDE

Credit

Your full legal name

Your Social Security Number Your authorization to work (if you are not a US Citizen or resident)

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.vawc.virginia.gov.

for the Commonwealth of Virginia income tax credit today! Visit the Low Income Individuals

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 able and available for work and actively searching for work.
- Must be unemployed through no fault of your own.

THE LAW REQUIRES EMPLOYERS TO POST THIS NOTICE IN A PLACE VISIBLE TO ALL WORKERS. EFFECTIVE MARCH, 14, 2024, EMPLOYERS MUST ALSO PROVIDE A COPY

visit website www.vec.virginia.gov or call our Customer Contact Center at 1-866-832-2363.

Continue to report as instructed by the Virginia Employment Commission.

OF THIS NOTICE TO EACH WORKER AT THE TIME OF SEPARATION FROM EMPLOYMENT (42 USC, §1103 (h)(2)).

You cannot be paid unemployment benefits until you have filed your claim and have met all of the 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 Virginia Unemployment Compensation Act,

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 Access/Assistance. This notice is available in Spanish. Direct requests to: **Employer Accounts** P.O. Box 26441

Richmond, VA 23261-6441

Department of Taxation

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

Could you be eligible?

Two ways to increase your income:

days of the alleged discrimination.

The Federal Earned Income Tax Credit Credit page on the Virginia Tax site: www.tax.virginia.gov/low-income-individuals-credit The Virginia Credit for Low Income Individuals

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

DEPARTMENT OF LABOR AND INDUSTRY

Job Safety and Health Protection

AND EMPLOYERS AND EMPLOYEES ARE REQUIRED TO COMPLY WITH THESE STANDARDS. THESE STANDARDS MAY BE FOUND AT THE FOLLOWING WEB ADDRESS: https://doli.virginia.gov/regulatory_information/. YOU MAY ALSO CONTACT THE DEPARTMENT OF LABOR 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.

Employers

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

Each employer shall furnish to each of his employees employment and a place of employment free from

ecognized hazards that are causing or are likely to cause death or serious harm to his employees, and

The Law requires that a representative of the employer and a representative authorized by the employe

be given an opportunity to accompany the VOSH inspector for the purpose of aiding the inspection.

orders issued under the Law that apply to his own actions and conduct on the job.

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. If upon inspection VOSH believes an employer has violated the Law, a citation alleging such violations will

The VOSH citation must be prominently displayed at or near the place of alleged violation for three days or

pe issued to the employer. Each citation will specify a time period within which the alleged violation must

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 erious violation and for optional penalties of up to \$15,875 for each other—than—serious violation. Penalties of up to \$15,875 per day may be proposed for failure to correct violations within the proposed time period. Also, any employer who willfully or repeatedly 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 political subdivisions of the ommonwealth, are subject to the penalty provisions of 16VAC 25-60-260. 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

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. Discrimination 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.

may file a complaint with the Commissioner of the Virginia Department of Labor and Industry within 60

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

An employee who believes they have been discriminated against for exercising their rights under the Law,

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.

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 Training Programs exist to assist employers. These services

may be obtained by contacting the Virginia Department of Labor and Industry addresses

Recordkeeping 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 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.

U.S. DEPARTMENT OF LABOR

OSHA REGIONAL **A**DMINISTRATOR

THE CURTIS CENTER, STE 740 WEST

170 South Independence Mall West

PHILADELPHIA, PA 19106-3309

(215) 861-4900

Lynchburg

SUITE B

3704 OLD FOREST ROAD

(540) 248-9280

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY Brookfield Place 6606 WEST BROAD ST, SUITE 500

RICHMOND, VIRGINIA 23230 VOICE (804) 371-2327 FAX (804) 371-6524 www.doli.virginia.gov

Headquarters

BROOKFIELD PLACE

(804) 371-2327

6606 WEST BROAD STREET, SUITE

500 RICHMOND, VIRGINIA 23230

Central Virginia/Richmond

TWO ways to verify poster compliance!

QR CODE Scan with phone camera:

Go to: JJKeller.com/LLPverify

Enter this code: **69500-082024**

NORTH RUN BUSINESS PARK

1570 East Parham Road

RICHMOND, VA 23228

(804) 371-3104

ONLINE

6363 CENTER DRIVE

9400 Innovation Drive, Suite 120, Manassas, VA 20110. (703) 392-0900 Tidewater/Norfolk

BUILDING 6, SUITE 101

Norfolk, VA 23502

(757) 455-0891

Northern Virginia/Manassas

OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS Southwest/Roanoke BRAMMER VILLAGE 3013 PETERS CREEK ROAD ROANOKE, VA 24019 (540) 562-3580

SUITE 114,

ABINGDON, VA 24210

Lynchburg, VA 24501 (434) 385-0806 The Johnson Center P.O. Box 772 468 East Main Street, **201 LEE HIGHWAY** Verona, VA 24482

(276) 676-5465 **VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY**

Commissioner

VIRGINIA SAFETY AND HEALTH CODES BOARD

Gary G. Pan

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

REV. 08/2024

AUG2024

JJKeller.com/laborlaw 800-327-6868

To update your labor law posters contact

J. J. Keller & Associates, Inc.