

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

FED Equal Employment Opportunity is the Law Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT The Act also prohibits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident.

FED YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System.

FED VIRGINIA HUMAN RIGHTS ACT REASONABLE ACCOMMODATIONS FOR DISABILITY Protections from Discrimination - Va. Code § 2.2-2390.1

VA Virginia Employment Commission NOTICE TO WORKERS Every day many unemployed workers tell us that unemployment insurance is due for them because they have paid for it. This is not true in Virginia.

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:

VA Virginia Human Rights Act Code of Virginia - Title 2.2, Chapter 39 It is the policy of the Commonwealth of Virginia to: Safeguard 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 employment, places of public accommodation, including educational institutions, in real estate transactions; preserve the public safety, health and general welfare; and further the interests.

VA Minimum Wage Increases to \$9.50 per hour Effective May 1, 2021 Tipped Employees Tips plus wages must now meet Virginia's minimum wage of \$9.50 per hour

VA Code of Virginia \$40.1-28-7.8. Covenants not to compete prohibited as to low-wage workers; civil penalty. A. As used in this section: "covenant not to compete" means a covenant or agreement, including a provision of a contract of employment, between an employer and employee that restrains, prohibits, or otherwise restricts an individual's ability, following the termination of the individual's employment, to compete with his former employer.

VA Department of Labor and Industry Job Safety and Health Protection THE VIRGINIA OCCUPATIONAL SAFETY AND HEALTH (VOSH) LAW, BY AUTHORITY OF TITLE 40.1 OF THE LABOR LAWS OF VIRGINIA, PROVIDES JOB SAFETY AND HEALTH PROTECTION FOR WORKERS.

VA Department of the Treasury, Internal Revenue Service Life's a little easier with eItc earned income tax credit

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VA Department of the Treasury, Internal Revenue Service 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 help you qualify for the credit and estimate the amount of your EITC.

VA VIRGINIA HUMAN RIGHTS ACT REASONABLE ACCOMMODATIONS FOR PREGNANCY Protections from Discrimination - Va. Code § 2.2-2390.9 Effective July 1, 2020, employees with five or more employers for a 20-week period in the current or preceding year must provide reasonable accommodations for pregnancy, childbirth or related medical conditions, including lactation, unless the accommodation would impose an undue hardship.

VA VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS Headquarters Northern Virginia/Manassas 9400 Innovation Drive, Suite 120, Manassas, VA 20110