# Virginia State Postings

# iHRSource

BTC is for people who work for someone else or own or run a business or a farm. To qualify, you must have low to mid income and meet the following rules.

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B E//C es para las personas que trabajan para alguie más o son dueñas o dirigen un negocio o une grante. Para tener derecho, usted debe tener ingresos bajos a medios y cumplir con las siguientes reglas.

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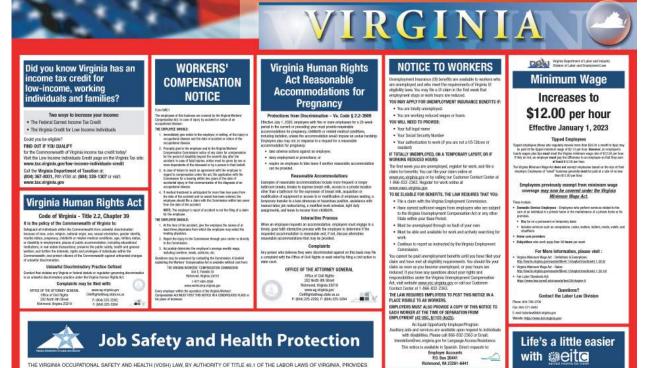
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THE VIRGINIA OCCUPATIONAL SAFETY AND HEALTH (VOSH) LAW, BY AUTHORITY OF TITLE 40.1 OF THE LABOR LAWS OF VIRGINIA. PROVIDES JOB SAFETY AND HEALTH PROTECTION FOR WORKERS. THE PURPOSE OF THE LAW IS TO ASSUME SAFE AND HEALTHOL WORKING CONDITIONS THROUGHOUT THE SAFETY AND HEALTH CODES BADAD PROMULGATES AND ADOPTS JOB SAFETY AND HEALTH CODES BADAD PROMULGATES AND ADOPTS JOB SAFETY AND HEALTH CODES BADAD PROMULGATES AND ADOPTS JOB SAFETY AND HEALTH CODES DADAD PROMULGATES AND ADOPTS JOB SAFETY AND HEALTH SATINGARDS. AND EMPLOYERS AND BMPLOYEES AFRA FREQUIRED TO COMPLY WITH THESE STANDARDS. THESE STANDARDS MAY BE FOUND AT THE FOLLOWING WEB ADDRESS. THE <u>VIGUINALITY AND ADADATIONALITY ADADATIONALITY OF THESE STANDARDS. AND BADATIONAL SATERY AND ADADATIONAL SATERY AND ADDRESS THE SATERY ADADATIONALITY AND ADDRESS THE SATERY ADADESS THE VIGUINALY INFORMATION, YOU MAY ALSO CONTRCT 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 DENTICAL STANDARDS.</u>

#### Employers

Each employer shall lurnish 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. Employees

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. Inspection

The Law requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the VOBH inspector for the purpose of alding 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.

#### Citation

upon inspection VOSH believes an employer has violated the Law, a citation alleging ch violations will be issued to the employer. Each obtain will specify a time period thin 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 wa employees of dangers that may exist there.

#### Proposed Penalty

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Public Sector employers, all departments, agencies, institutions or other po subdivisions of the Commonwealth, are subject to the penalty provisions of 25-60-250.

Comman penalties are also provided for in the Law. Any willful violation resulting in the death of an employee is purishable, upon conviction, by a fine of not more than \$70,000 or by imprisorment for not more than six months, or bloch. Subsequent conviction of an employer after a first conviction doubles these maximum penalties.

#### Complaint

uc0 oti West Broad St, Suite 500 shmond, Virginia 23230 oti 371-2327

Central Virginial<sup>®</sup>

1570 East Parisam Ri Richmond, VA 23229 (804) 371-3104

Northern Virgini 9400 Innovation I Manager

enassas. VA 20110. V3) 392-0975

Employees or their representatives have the right to file a complaint with the nearest VDSH office requesting an inspection if they believe unsafe or unhashing conditions exist in their workplace. VDSH will withhink 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 retailate against an employee for using any of their right under the law, including raising a safety or health concern with the employee or VOSH, or reporting a work-related injury or illness.

An employee who believes they have been discriminated against for exercising their rights under the Law, may file a complaint with the Commissioner of the Virginia Department or Labor and Industry within 60 days of the alleged discrimination and the second nt of

### CASPA

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, certain Federal andises, 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 Taining Programs exist to assist amployers. These services may be obtained by contacting the Vignia Department of Labor and industry addresses.

#### Recordkeeping

Employees now have a new system for trading workplace injuries and linesses. OSHA's new recordisesing to g (Form 300) is simpler to understand and use. Using a question and answer format, the revised recordisesing nule provides agaliance for recording occupational lines and illnesses and explains how to disadly specific cases. Smaller employees (To forsier employees) are asserpt from cost requirements. To see it sees to a set and the set of the set of the set of sets and sets and the set of the set of the set of the set of sets and sets and the set of the set of the set of sets and sets and the set of the set of the set of the set of sets and sets and the set of the set of the set of the set of sets and sets and the sets an

#### 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 seported to VOSH within teerty-four (24) hours. Fature to report may result in significant monetary penalties.

Lynchburg 3754 Old Forest Road Suite B

Lynchburg, VA 24501 (434) 385-0806

rona 3. Box 772 1 Lee Highway rona, VA 2448



IRGINIA DEPARTMENT OF LABOR AND INDUSTRY

VIRGINIA SAFETY AND HEALTH CODES BOARD

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

OCCUPATIONAL SAFETY AND HEALTH OFFICE LOCATIONS

ding 6, Su tolk, VA 23

These files may not be printed out and posted to meet legal compliance posting requirements. Required posters to meet legal compliance posting requirements are physically posted at all CarMax locations.

ALLC 20240912

## **Compliance Date** January 2024

## iHRSource Labor Law Posters,

**Training Videos & HR Supplies** 

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VIRGINIA DEPARTMENT

Brookfield Place 8606 West Broad St, Suito 500 Richmond, Vrginia 23230 VOICE (804) 371-2327 FAX (804) 371-6524

www.doll.virginia.gov

U.S. Department of Labor OSHA Regional Administrator he Cartis Center, STE 740 West D South Independence Mail Wes Philadelphia, PA 19106-3309 (215) 861-4900

OF LABOR AND INDUSTRY

Gary G. Pan

August 2024

VIRGINIA

SP-VA-E

Notice of the **Average Weekly Wage** for 2024 uart to Va. Code § 40.1-28.7.8, the term "lose wage employee spiled to covenants not to compete has been calculated by the is Department of Worklonce Development and Advancement I

VIRGINIA HUMAN RIGHTS ACT REASONABLE

ACCOMMODATIONS FOR DISABILITY

Protections from Discrimination - Va. Code § 2.2-3905.1

– Va. Code § 2.2-3005.1 why T. 2021: registers with most han like employee a mode profile of the current or proceeding year must provide the extensionation on the dension application processing the first if necessary to asside and, presents a performing a density of the employee. There with a disability immass any who has a physical or mental impairment the advantatioght on the employee. There with a disability immass any employee in the employee. The advances of who as a received parameter. Entreprises also may out, in magnetism to a required manufacture and advances and advances of the advances advances and comparison of the advances of who as a received manufacture and advances of the advances of the advances advances and comparison of the advances of the advances and comparison. The advances of the advances and comparison of the advances of the advances advances advances advances of the advances of the advances advances advances advances of the advances of the advances advances advances advances of the advances of the advances advances advances advances advances advances of the advances advance

represented of promotions; or an employee to take leave if another massonable motion can be provided.

Accounter Accountedations to of neareable accountedations include modifying work permitting the set of lease, neareassignment to a vacant acquisition or medification of equipment, assistance with stor, joi restructuring, a medified work schedule, and light gements.

**Reasonable Accommodations** 

Interactive Process

In employee requests on accommodular, employee in a timely, good fails interactive process with the ee to determine if the requested accommodation is been and, in calcious attemative resorrable modations that may be provided.

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OFFICE OF THE ATTORNEY GENERAL Object of Cwillington 2029 Joint Bh Street Richmond, Wights 23219 www.ay.vights, and wichtsflastingt attors as a P: 1934) 225-2202 F: 1934; 225-3234

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iHRSource www.ihrsource.com 800-848-0088

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