West Virginia State Postings ihrsource



WORKFORCE West Virginia

Notice To Employees — Unemployment Benefits

PARTIAL UNEMPLOYMENT

ELIGIBILITY REQUIREMENTS

- unability.

 6. For the week for which you receive anemployment compensation under the laws of another state or of the limited States.

SOCIAL SECURITY NUMBER

isi Security Card with you when you report to the local office. Your Social er will only be printed on the most reclined decrease.

VOLUNTARY INCOME TAX WITHHOLDING PROGRAM

CLAIMS OFFICES

Unemployment Compensation Benefit Rate Table											
Wage Class	Wages In Base Period	Weekly Benefit Rate	Maximum Benefit Rate	Wage Class	Wages In Base Period	Weekly Benefit Rate	Maximum Benefit Rate	Wage Class	Wages in Base Period	Weekly Benefit Rate	Maximum Benefit Rate

1	Class	Base Period	Rate	Rate	Class	Base Period	Rate	Rate	Class	Base Period	Rate	Rate
2		Under \$2,200	ineligible									
1.	1	\$2,200.00 - 2,349.99	24.00	624.00	136	22,450.00 - 22,599.99	238.00	6,188.00	271	42,700.00 - 42,849.99	452,00	11,752.00
1.	2	2,500.00 - 2,400.00	27.00	702.00	138	22,750.00 - 22,749.99	241.00	6,214,00	272	42,000.00 - 42,009.99	455.00	11,830,00
1.	4	2,650.00 - 2,799.99	28.00	728.00	139	22,900.00 - 23,049.99	243.00	6,318.00	274	43,150.00 - 43,299.99	457,00	11,882.00
1.5 1.5	5	2,800.00 - 2,949.99	30.00	780.00	140	23,050.00 - 23,199.99	244.00	6,344.00	275	43,300,00 - 43,449,99	459,00	11,908.00
1.	6		31.00	806.00	141				276			
1	á	3,250.00 - 3,240.00	35.00	910.00	143	23,350.00 - 23,466.99	249.00	6,422,00	277	43,000.00 - 43,749.99	461.00	12 038 00
1		3,400.00 - 3,549.99	36.00	926.00	144	23,650.00 - 23,799.99	250.00	6,500.00	279	43,900.00 - 44,049.99	465.00	12,090.00
1.0 1.0	10	3,550.00 - 3,699.99	38.00	988.00	145	23,800.00 - 23,949.99	252.00	6,552.00	280	44,050.00 - 44,199.99	466.00	12,116.00
14 1500 14	11	3,700.00 - 3,849.99	39.00	1,014.00	146				281			
14 1500 14	12	4,000.00 - 4,149.00		1,068.00	147	24,100.00 - 24,249.99	255.00	6 692 00	202			12 246 00
1.00	14	4.150.00 4.200.00	44.00	1.144.00	149		259.00	6 703 00	284	44 650 00 - 44 799 99	473.00	12 298 00
1.00	15	4,300.00 - 4,449.99	46.00	1,196.00	150	24,550.00 - 24,699.99	260.00	6,760.00	285	44,800.00 - 44,949.99	474.00	12,324.00
1.00	16	4,450.00 - 4,599.99	47.00	1,222.00	151	24,700.00 - 24,849.99	262.00	6,812.00	286	44,950.00 - 45,099.99	476.00	12,376,00
1.0	17	4,600.00 - 4,749.99	49.00	1,274.00	152	24,850.00 - 24,999.99	263.00	6,838.00	287		477,00	12,402.00
1.00	19	4,730.00 - 4,550.00	52.00	1 352 00					200			
1.00		5 050 00		1.404.00	155	25,300,00 - 25,449,99	268.00	6,968.00	290	45,550.00 - 45,699.99	482,00	12,532,00
1.00	21	5,200.00 - 5,349.99	55.00	1,430.00	156	25,450.00 - 25,599.99	269.00	6,994.00	291	45,700.00 - 45,849.99	484.00	12,584.00
1.5	22	5,350.00 - 5,499.99	57.00	1,482.00	157	25,600.00 - 25,749.99	271.00	7,046.00	292	45,850.00 - 45,999.99	485.00	12,610.00
20	24	5,500.00 - 5,548.99	60.00	1,500.00	158	25,750.00 - 25,899.99	273.00	7,068.00	293	46,000.00 - 46,149.99	487,00	12,662.00
20	25	5.800.00 - 5.949.99	62.00	1,612.00	160			7,176,00		46.300.00 - 46.449.99	490.00	12.740.00
1.0 1.0	26		63.00	1,638.00	161	26,200.00 - 26,349.99	277.00		296	46,450.00 - 46,599.99	492.00	12,792.00
1.0 1.0	27	6,100.00 - 6,249.99	65.00	1,690.00	162	26,350.00 - 26,499.99	279.00	7,254.00	297	46,600.00 - 46,749.99	493.00	12,818.00
1.00	28	6,250.00 - 6,396.99	68.00	1,716.00	163	26,600.00 - 26,649.99	281.00	7,306.00	298	46,750.00 - 46,850.99 46,900.00 - 47,049.99	495.00	12,870.00
1.5 1.5	30	6.550.00 - 6.699.99	70.00	1,820.00	165	26,800,00 - 26,949,99	284.00	7.384.00	300	47.050.00 - 47.199.99	498.00	12,948.00
19	31	6.700.00 - 6.849.99	71.00	1,846.00			285.00	7.410.00	301	47.200.00 - 47.349.99	500.00	13,000.00
19	32	6,850.00 - 6,999.99	73.00	1,898.00	167	27,100.00 - 27,249.99	287.00	7,462.00	302	47,350.00 - 47,499.99	501,00	13,026.00
19	33	7,000.00 - 7,140.00	74.00	1,924.00	168	27,250.00 - 27,299.99	289.00	7,514.00	303	47,500.00 - 47,649.99	503,00	13,078.00
1.0	35	7.300.00 - 7.449.99	78.00	2,028.00	170	27.550.00 - 27.699.99	292.00	7.592.00	305	47.800.00 - 47.949.99	506.00	13.156.00
1.00	36	7,450.00 - 7,599.99	79.00	2.054.00	171	27,700.00 - 27,849.99	293.00		306			13.182.00
A	37	7,600.00 - 7,749.99	81.00	2,106.00	172	27,850.00 - 27,999.99	295.00	7,670.00	307	48,100.00 - 48,249.99	509.00	13,234.00
A		7.050.00 9.040.00	84.00		173	28,000.00 - 28,149.99	296.00	7,696,00	316	48,230.00 - 48,399.99	512.00	13,286.00
A	40	8,050.00 - 8,199.99	85.00	2,210.00	175	28,300.00 - 28,449.99	300.00	7,800.00	310	48,550,00 - 48,699,99	514,00	13,364,00
A	41	8,200.00 - 8,349.99	87.00	2,262.00	176	28,450.00 - 28,599.99	301.00	7,826.00	311	48,700.00 - 48,849.99	515.00	13,390.00
44	42	8,350.00 - 8,499.99		2,314.00	177				312			
April	43	8,500.00 - 8,540.09	92.00	2,340.00	178		304.00	7,904.00	313	49,000.00 - 49,149.99	520.00	
1.00		9 910 00 - 9 949 99	93.00		180	29,050.00 - 29,199.99	308.00	P.002.05	315	49,300.00 - 49,449.99	522.00	13,572.00
1.00	46	8,950.00 - 9,099.99	95.00	2,470.00	181	29,200.00 - 29,349.99	309.00	8,034.00	316	49,450.00 - 49,599.99	523.00	13,598.00
1.00	47	9,100.00 - 9,249.99	97.00	2,522.00	182	29,350.00 - 29,499.99	311.00	8,096.00	317	49,600.00 - 49,749.99	525,00	13,650.00
1.00	49	9,250.00 - 9,390.09	100.00	2,548.00	183	29,500.00 - 29,649.99	312.00	8,112.00 8.164.00	318	49,750.00 - 49,899.99	528.00	13,676.00
1968 1968 1969	59	9.550.00 - 9.699.99	101.00		195	20 800 00 - 20 040 00	315.00	8 190 00	930	E0.060.00 E0.100.00	E20.00	13 780 00
1968 1968 1969	51	9,700.00 - 9,849.99	103.00	2,678.00	186	29,950.00 - 30,099.99	317.00	8,242.00	321	50,200.00 - 50,349.99	531.00	13,806.00
1968 1968 1969	52	9,850.00 - 9,999.99	104.00	2,704.00	187	30,100.00 - 30,249.99	319.00	8,294.00	322	50,350.00 - 50,499.99	533.00	13,858.00
1968 1968 1969	53	10,000.00 - 10,149.99	106.00	2,758.00	188	30,250.00 - 30,399.99	320.00	8,320.00	323	50,500.00 - 50,649.99	534,00	13,884.00
Section 1,000 1,	55	10.300.00 - 10.449.99	109.00	2 834 00	190	30,550,00 - 30,549,99	323.00	8 393 00	325	50,800,00 - 50,000,00	538.00	13,938.00
Section Column	56	10.450.00 - 10.599.99	111.00	2.886.00	191	30.700.00 - 30.849.99	325.00	8.450.00	326		539.00	14 014 00
Column	57	10,600.00 - 10,749.99	112.00	2,912.00	192	30,850.00 - 30,999.99	327.00	8,502.00	327	51,100.00 - 51,249.99	541,00	14,096.00
Column	58	10,750.00 - 10,899.99	114.00	2,964.00	193	31,000.00 - 31,149.99	328.00	8,528.00	328	51,250.00 - 51,399.99	542,00	14,092.00
Column	99	11.050.00 - 11.040.00	117.00	3,016.00	105	31,150,00 - 31,289,99	220.00	8,580,00	329	51,600.00 - 51,549.39	544.00 E46.00	14,144,00
64 11,500 11,500 12,500	61	11,200.00 - 11,349.99	119.00	3,094.00	196	31,450,00 - 31,599,99	333.00	8,658.00	331		547.00	14.222.00
Column	62			3,120.00	197		335.00	8,710.00	332			14,274.00
Column		11,500.00 - 11,649.99	122.00	3,172.00	198	31,750.00 - 31,899.99	336.00	8,736.00	333	52,000.00 - 52,149.99	550,00	14,300.00
Column	64	11,850.00 - 11,790.99	124.00	3,224.00	199	31,900.00 - 32,049.99	338.00	8,788.00	334	52,150.00 - 52,299.99	552,00	14,352.00
Column	66	11,950.00 - 12,099.99	127.00	3.302.00	200	32,000,00 - 32,199,99	341.00	8,899,00	336	52,500.00 - 52,549.99	555.00	14,378.00
1.0	67				202	32,350.00 - 32,499.99	342.00		337		557,00	
The color of the	68		130.00	3,380.00	203	32,500.00 - 32,649.99	344.00	8,944.00	338	52,750.00 - 52,899.99	558.00	14,508.00
1.5 1.5		12 550 00 12 650 00	122.60	2.459.00	204	32,650.00 - 32,799.99	346.00	8,996.00	339	52,900.00 - 53,049.99	560.00	14,590.00
1.5 1.5	70	12,350.00 - 12,696.99	135.00	3,418.00	205	32,800.00 - 32,949.99	347.00	9,022.00	340	53,050.00 - 53,199.99	561,00	14,586.00
1.5 1.5	72	12,850.00 - 12,999.99	136.00	3,538.00	207	33,100,00 - 33,249,99	350.00	9,100,00	342	53,350.00 - 53,499.99	565,00	14,690,00
10	73	13,000.00 - 13,149.99	138.00	3,588.00	208	33,250.00 - 33,399.99	352.00		343		586.00	14,716.00
10	74				209	33,400.00 - 33,549.99	354.00	9,204.00	344	53,650.00 - 53,799.99	568.00	14,768.00
10	76	13,300.00 - 13,448.99	143.00	3,718.00	210	33,550.00 - 33,669.99	355.00	9,230.00	345	53,800.00 - 53,949.99 53,950.00 - 54,090.90	571.00	14,794.00
10	77	13,600.00 - 13,749.99	144.00	3,744.00	212	33,850.00 - 33,999.99	358.00	9.308.00	347	54.100.00 - 54.249.99	573.00	14,898.00
10	78	13,750.00 - 13,899.99	146.00	3,796.00	213	34,000.00 - 34,149.99	380.00	9,380.00	348	54,250.00 - 54,399.99	574,00	14,924.00
Column C	79	13,900.00 - 14,049.99	147.00		214				349			14,976.00
Column C	81	14,050.00 - 14,196.99	150.00	3,974.00					350	54,550.00 - 54,6MV.99 54,700.00 - 54,6MV.99		
10.000 1.00000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.00000 1.0000 1.000000 1.000000 1.000000 1.00000 1.000000 1.0000000 1.000000 1.000000 1.00000 1.000000 1	82				217		388.00	9.516.00	352		580.00	15,090.00
10.000 1.00000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.00000 1.0000 1.000000 1.000000 1.000000 1.00000 1.000000 1.0000000 1.000000 1.000000 1.00000 1.000000 1	83	14,500.00 - 14,649.99	154.00	4,004.00	218	34,750.00 - 34,899.99	368.00	9,568.00	353	55,000.00 - 55,149.99	582,00	15,132.00
Page	84	14,650.00 - 14,799.99	155.00	4,030.00	219	34,900.00 - 35,049.99	369.00	9,594.00	354	55,150.00 - 55,299.99	584,00	15,184.00
## 15.00.0 1.50.00 1.5	86	14 950 00 - 15 000 00	158.00	4 108 00	221	35,200,00 - 35,169,99	373.00		356	55 450 00 - 55 500 00	587.00	15 202 00
1.0 1.0	87	15.100.00 - 15.249.99		4.160.00				9,724.00				
1.0 1.0	88	15,250.00 - 15,399.99	162.00	4,212.00	223	35,500.00 - 35,649.99	376.00	9,776.00	358	55,750.00 - 55,899.99	590,00	15,340.00
1.0 1.0	89	15,400.00 - 15,549.99	163.00	4,238.00	224	35,650.00 - 35,799.99	377.00	9,802.00	359	55,900.00 - 56,049.99	592.00	15,392.00
1.0 1.0	91	15.700.00 - 15.849.99	166.00	4.316.00	220	35,050.00 - 30,040.00	391.00	9,604.00	361	56,000.00 - 56,199.99 56,200.00 - 56,240.90	595.00	15,410.00
14 15 15 15 15 15 15 15	92	15.850.00 - 15.999.99		4.368.00	227		382.00		362		596.00	15 496 00
60 15 15 15 15 15 15 15 1	93											
10		16,300,00 - 16,290,00	173.00	4,440.00 4,498.00	229	36,550,00 - 36,649,99	385.00 387.00	10,010.00	364	56,600.00 - 56,799.99 56,800.00 - 56,040.00	601.00	15,574.00 15,626.00
10	96	16,450.00 - 16,599.99	174.00	4,524.00	231	36,700.00 - 36,849.99	388.00	10,083.00	356	56,950.00 - 57,099,99	603.00	15,678.00
10	97	16,600.00 - 16,749.99	176.00	4,576.00	232	36,850.00 - 36,999.99	390.00	10,140,00	367	57,100.00 - 57,249.99	604.00	15,704.00
100 175	93	16,750.00 - 16,899.99	177.00						368			
10		17.050.00 - 17.049.99	181.00		234	37,150.00 - 37,299.99 37,300.00 - 37,4/9.99		10,218.00	369	57 550 00 - 57 599 99	607,00	15,782.00
10	101	17 200 00 - 17 249 99	192.00	4,732.00	236	37,450.00 - 37,599.99	396.00	10,296.00	371	57,700.00 - 57,849.99	611.00	15,886.00
10	102	17,350.00 - 17,499.99	184.00	4,784.00	237	37,600.00 - 37,749.99	398.00	10,348.00	372	57,850.00 - 57,999.99	612.00	15,912.00
10	103	17,500.00 - 17,649.99	185.00	4,810.00	238	37,750.00 - 37,899.99	400.00	10,400.00		58,000.00 - 58,149.99	614.00	15,964.00
100 175	105	17.800.00 - 17.949.99	189.00	4,914.00	240	38,050.00 - 38,049.99	401.00	10,426,00		58.300.00 - 58.449.99	617.00	16.042.00
111 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	105	17 950 00 - 18 099 99	190.00	4 940 00	241	28 200 00 28 240 00	404.00		376	E9 460 00 E9 600 00	610.00	10.004.00
111 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	107	18,100.00 - 18,249.99	192.00	4,992.00	242	38,350.00 - 38,499.99	406.00	10,556.00	377	58,600.00 - 58,749.99	620.00	16,120.00
111 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	103	18,250.00 - 18,399.99	193.00	5,018.00	243	38,500.00 - 38,649.99	408.00	10,603.00	378	58,750.00 - 58,899.99	622.00	16,172.00
111 1 15000 1 14000 0 1600 5 4600 1 24 35000 1 1000	109	18,550.00 - 18,549.99	196.00	5,070.00	244	38,050,00 - 38,799,99	409.00	10,634.00	379	59,990,00 - 59,049,99	623,00	16,198.00 16,250.00
11 11 11 12 13 13 14 15 15 15 15 15 15 15	111			5,148.00	246	38,950.00 - 38,969.99	412.00	10,712.00	381	59,000.00 - 59,199.99	626.00	16,230.00
114 15.10.00 1.00.00 20.00 2.7780 2.88 2.880.00 2.7780 2.88 2.880.00 2.780.00 2.780.00 2.780.00 2.780.00 2.880.00 2.780.00 2.880.00	112	18,850.00 - 18,999.99			247	39,100.00 - 39,249.99			382	59 350 00 - 59 499 99	628.00	16,328.00
11 15 15 15 15 15 15 15	113	19,000.00 - 19,149.99	201.00	5,226.00	248	39,250.00 - 39,399.99	415.00	10,790.00	383	59,500.00 - 58,649.99	630.00	16,390.00
11 15 15 15 15 15 15 15	114	19,150.00 - 19,299.99	203.00	5,278.00	249	39,400.00 - 39,549.99	417.00	10,842.00	384	59,650.00 - 59,799.99	631,00	16,406.00
11 15/200 15/200 25/20	115	19,360.00 - 19,449.99	204.00	5,356,00	250	39,550.00 - 39,699.99	419.00 420.00	10,894.00	385	59,860.00 - 59,949.99	633,00	16,458.00
11	117				252	39,850,00 - 39,999,99	422.00	10,972.00	387	60,100.00 - 60,249.99	636,00	16,536.00
120 25:00.00 - 30:40.00 - 71.00 - 544.10 - 256 - 57.00 - 56.00.00 - 51	118	19.750.00 - 19.899.99	209.00	5.434.00	253		423.00		388			
120 25:00.00 - 30:40.00 - 71.00 - 544.10 - 256 - 57.00 - 56.00.00 - 51	119	19,900.00 - 20,049.99	211.00	5,488.00	254	40,150.00 - 40,299.99	425.00	11,050.00	389	60,400.00 - 60,549.99	639.00	16,614.00
120 25:00.00 - 30:40.00 - 71.00 - 544.10 - 256 - 57.00 - 56.00.00 - 51	120	20,050.00 - 20,199.99	212.00	5,512.00	255	40,300.00 - 40,449.99	427.00	11,102.00	390	60,550.00 - 60,699.99	641,00	16,696,00
120 25:00.00 - 30:40.00 - 71.00 - 544.10 - 256 - 57.00 - 56.00.00 - 51	121	20,240.00 - 20,349.99	216.00	5,616.00	256	40,450.00 - 40,599.99	428.00 430.00	11,128,00	397	60,740.00 - 60,849.99 60,850.00 - 60,999.99	642,00	16.744.00
\$\frac{1}{2}\$ \ \frac{1}{2}\$ \ \fr	123				258		431.00	11,206.00	393	61,000.00 - 61,149.99		16,770.00
188 2056.00 - 1,000.00 2220 5,772.00 30 43,000.0 - 1,000.00 103.00 30 8 45,000.0 - 1,000.00 020 100	124	20.650.00 - 20.799.99	219.00	5.694.00	259	40,900.00 - 41,049.99	433.00	11,258.00	394	61,150.00 - 61,299.99	647.00	16.822.00
130 21,580.00 - 21,599.99 228.00 5,928.00 295 41,800.00 - 41,590.90 442.00 11,622.00 400 62,050.00 - 62,199.99 657.00 17,082.00 131 27,700.00 - 22,199.99 657.00 17,082.00 400 62,050.00 62,050.00 658.00 17,082.00 17,082.00 17,	125	20,800.00 - 20,949.99	220.00	5,720.00	260	41,050.00 - 41,199.99	434.00	11,284.00	395	61 460 00 - 61 500 00	649.00	16,874.00
130 21,580.00 - 21,599.99 228.00 5,928.00 295 41,800.00 - 41,590.90 442.00 11,622.00 400 62,050.00 - 62,199.99 657.00 17,082.00 131 27,700.00 - 22,199.99 657.00 17,082.00 400 62,050.00 62,050.00 658.00 17,082.00 17,082.00 17,	127	21.100.00 - 21.096.99	223.00	5,798.00	267	41.350.00 - 41,349.99	438.00	11,388.00	395	61 600 00 - 61 749 99	662.00	16,952.00
130 21,580.00 - 21,599.99 228.00 5,928.00 295 41,800.00 - 41,590.90 442.00 11,622.00 400 62,050.00 - 62,199.99 657.00 17,082.00 131 27,700.00 - 22,199.99 657.00 17,082.00 400 62,050.00 62,050.00 658.00 17,082.00 17,082.00 17,	128	21,250.00 - 21,399.99	225.00	5,850.00	263	41,500.00 - 41,649.99	439.00	11,414,00	398	61,790.00 - 61,899.99	653,00	16.978.00
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135 22,580,00 - 22,446,00 230,00 270 42,550,00 - 42,669,39 450,00 11,700,00	134	22,150.00 - 22,299.99	235.00	6,110.00	269	42,400.00 - 42,549.99	449.00	11,674.00	404	62,650.00 - and over	662,00	17,212.00
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ENROLLED H.B. 4140

(By Delegate S. Cook) (Passed March 11, 1994; in effect ninety days from

WEST VIRGINIA

TITLE 42. SERIES 5: WAGE PAYMENT AND COLLECTION ACT

WEST VIRGINIA DIVISION OF LABOR

1900 Kanawha Boulevard East
State Capitol Complex – Building 3, Room 200 - Charleston, WV 25305
Telephone: (304)558-7890 <u>Jabor xwy.gov</u> Fax: (304)558-3797

WEST VIRGINIA WAGE PAYMENT AND COLLECTION ACT

This abstract must be placed in an area accessible to all employees in accordance with the requirements of W. Va. Code §21-5-9.

§21-5 REQUIRES THE EMPLOYER TO:

Pay employee wages at least twice a month, with no more than 19 days between paydays.

Compensate employees for services rendered by cash, check, direct deposit, or money order, and make arrangements with a bank convenient to the place of employment for employees to have immediate access to their

When an employee is discharged, quits, resigns, is laid off, or is on s pay the employee on or before the next regularly scheduled payday fo work he or she performed prior to his or her separation from employr On separation from employment, pay an employee the fringe benefits due and payable according to the time, terms, and conditions of an employer-employee agreement, whether verbal or written, if any.

employer-employee agreement, whenever the own of white, a day, whenever have a described notice that is accessible to Mottly employees and employees, identifying the employer's established work whenever, pay period, employees and employees, and employees and policies and policies and policies and policies and policies and policies and employees and employee that the employees the employees the employees the employees the employees the employees that the employees the employees the employees the employees that the employees the employe

Furnish each employee with a written itemized statement of deductions withheld from his or her wages each pay period.

§21-5 PREVENTS THE EMPLOYER FROM:

Selling goods or supplies to employees at prices higher than the current market value.

interex vaue.

Deducting more than 25% of an employee's net earnings under a wage assignment (excluding amounts required by law to be withheld or paid for union or cube dues, persisted pieras, purples wings plans, present unions, charifles, and hospitalization and medical insurance, charifles, and hospitalization and medical insurance, Accepting a wage assignment that does not contain the employee's notatrace signature, specify the total amount due and the amount to be decluted, and stalls that 75% of the employee's net wegges are exempt for

Refusing to pay wages owed, up to \$800.00, to the relatives of a deceased

NOTICE

THE WEST VIRGINIA HUMAN RIGHTS ACT

phibits Discrimination in Employment and ces of Public Accommodations Based On: , Color, National Origin, Ancestry, Sex, Age (40 or abo

THE WEST VIRGINIA FAIR HOUSING ACT

Prohibits Discrimination in Housing Based On:
Race, Religion, Color, National Origin, Ancestry, Sex, Blindness, Disability,
Familial Chabse

THE WEST VIRGINIA PREGNANT WORKERS' FAIRNESS ACT

Prohibits Discrimination in Employment Based On: Pregnancy, Childbirth or Related Medical Conditions



WEST VIRGINIA DIVISION OF LABOR

WES I WINDING TO THE STATE OF T

MINIMUM WAGE REQUIREMENTS

An employer employing 6 or more employees in any one separate, distinct and permanent location during any calendar week, including the State of West Virginia, and its agencies and departments, must comply with the state minimum wage law. §21-5C.

Beginning January 1, 2016, employers must pay employees at least \$8.75 per hour.

Required Minimum Training Wage Rate

- An employer may pay an employee under the age of 20 years, first hired on or after January 1, 2015, a training wage of at least \$6.40 per hour for the first 90 days of employment.
- Beginning with the 91^α day of employment, an employer must pay the employee the required minimum wage rate.

Permissible Minimum Wage Credit for Tipped

- 70% credit, or \$6.13 per hour, against the required minimum wage rate for employees who customarily receive tips, resulting in a reduced hourly wage rate of at least \$2.62 per hour.
- To qualify for the credit, employers must ensure that the employees' tips and the reduced hourly wage rate equal at least the required minimum wage rate and must keep accurate records of employees' tips.

Notice to Employers / Employees

This Posting is for Informational Purposes Only

Age Specific Guidelines

for the employment of children in West Virginia

13 year olds may

SUMMER EMPLOYMENT

No permits required ** excludes hazardous occu

Employment Requirements for 14 & 15 year olds Work Permit Required

Entitled to a 30 minute lunch after five hours of work Nork restricted to ** non hazardo

Prohibited from working in a bar or other establishment where the primary bus activity involves the consumption of alcoholic beverages

WHILE SCHOOL IS IN SESSION

before 7:00 am or after 7:00 pm
 without supervision permit

more than 40 hrs per wee before 7:00 am or after 9:00 pm * without supervision permit

Home schooled children are also restricted from working during normal school hours

16 & 17 year olds Age Certificates may be required by employer

Not a requirement of law

work hours unrestricted

may not drive a motor vehicle as a principal part of their employment or for delivery purposes

prohibited from working in a bar call for eligibility requirements

WORKERS' COMPENSATION

Notice to Employers/Employees

Refer to notice of compliance/certificate of insurance from your insurance Carrier. If you have any further inquiries, please contact your

This Posting is for Informational Purposes Only



SP-WV-E

iHRSource ww.ihrsource.co 800-848-0088

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 20241202

Compliance Date November 2024



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