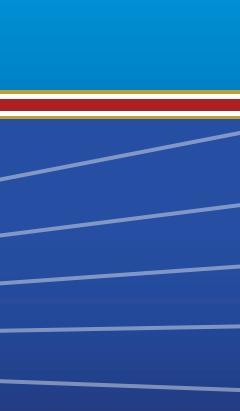
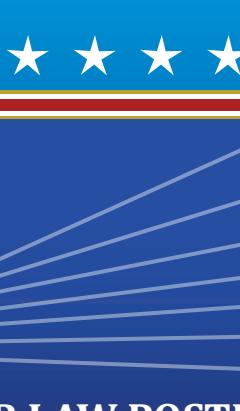




WEST VIRGINIA



WEST VIRGINIA & FEDERAL LABOR LAW POSTER

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL



Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected?	Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.
Union members and applicants for membership in a union	Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation
What Employment Practices can be Challenged as Discriminatory?	All aspects of employment, including:
	• Discharge, firing, or lay-off
	• Harassment (including unwelcome verbal or physical conduct)
	• Hiring or promotion
	• Assignment
	• Pay (including compensation for overtime)
	• Failure to provide reasonable accommodation for a disability, pregnancy, childbirth, or related medical condition; or sincerely held religious belief, observance, or practice
	• Benefits
	• Job training
	• Classification
	• Referral
	• Selection or discharging genetic information of employees
	• Requesting or disclosing medical information of employees

What Types of Employment Discrimination are Illegal?

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the basis of:

- Race
- Color
- Religion
- National origin
- Sex—including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity
- Age (40 and older)
- Disability

Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history).

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company that is a subcontractor, you are protected under Federal law. See the information on the following page.

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin

Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin. It requires affirmative action to ensure equality of opportunity in all aspects of employment.

Asking About, Disclosing, or Discussing Pay

Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on pay. It also requires contractors to discuss their compensation or the compensation of other applicants or employees.

Disability

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, training, and job assignments.

Individuals with disabilities are protected by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ disabled veterans, or campaign badge veterans, or Armed Forces service members.

Retaliation

Retaliation is prohibited against a person who files a complaint of discrimination under Title VI of the Civil Rights Act of 1964, or amended, prohibits discrimination in employment, or retaliates against an individual who has filed a discrimination complaint under Title VI.

Sexual Harassment

Executive Order 11246, as amended, prohibits qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, training, and job assignments.

Individuals with disabilities are protected by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ disabled veterans, or campaign badge veterans, or Armed Forces service members.

Employers Holding Federal Contracts or Subcontracts

Protected Veteran Status

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans, (i.e., within three years of discharge or release from active duty), active wartime or campaign badge veterans, or Armed Forces service members.

Religious Retaliation

Religious retaliation is prohibited against a person who files a complaint of discrimination under Title VII of the Civil Rights Act of 1964, or amended, or retaliates against an individual who has filed a discrimination complaint under Title VII.

Asking About, Disclosing, or Discussing Pay

Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on pay. It also requires contractors to discuss their compensation or the compensation of other applicants or employees.

Disability

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified

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Individuals with disabilities are protected by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ disabled veterans, or campaign badge veterans, or Armed Forces service members.

Programs or Activities Receiving Federal Financial Assistance

Race, Color, National Origin, Sex

In addition to the protections of Title VI of the Civil Rights Act of 1964, as amended, prohibits employment discrimination on the basis of race, color, or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VII if the primary object of the financial assistance is protection of civil rights. If you believe you have been discriminated against in a program or institution that receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

(Revised 6/27/2023)

EMPLOYEE POLYGRAPH PROTECTION ACT

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

PROHIBITED Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

EXEMPTIONS Federal and state governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities. The Act permits polygraph (or kind of lie detector) tests to be administered in the private sector subject to certain restrictions. It also permits polygraph tests for certain service providers. Testing is prohibited for pharmaceutical manufacturers, distributors, and dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer. The law does

not apply to a polygraph test for a job application.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READLY SEE IT.

EMPLOYEE POLYGRAPH PROTECTION ACT

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243

www.dol.gov/agencies/whd

WH-142 REV 02/22

EMPLOYEE POLYGRAPH PROTECTION ACT

FEDERAL MINIMUM WAGE

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY At least 1½ times your regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR You must be at least 16 to work in non-farm jobs declared hazardous by the Secretary of Labor. 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work-hour restrictions. Different rules apply in agricultural employment.

MINIMUM WAGE Minimum wage is \$7.25 per hour for most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work-hour restrictions. Different rules apply in agricultural employment.

ADDITIONAL INFORMATION Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements.

EMPLOYERS Minimum wage applies to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.

SOME STATE LAWS Provide greater employee protections; employers must comply with both.

EMPLOYERS Employers must provide reasonable break time for nursing mothers to express breast milk for their infants. Employers must provide a place, other than a bathroom, that is shielded from view for employees to express breast milk.

DISABILITY Employers must have accessible restrooms for employees with disabilities.

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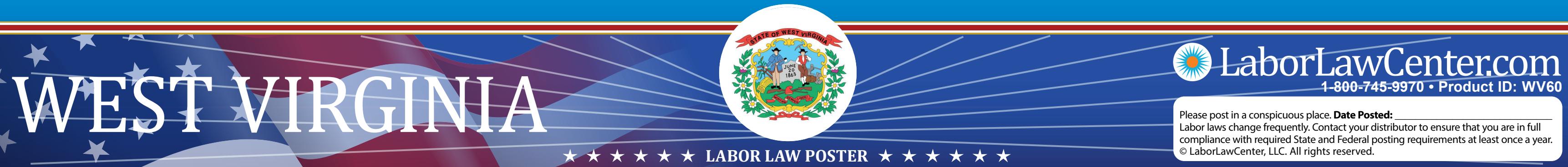
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WEST VIRGINIA MINIMUM WAGE

WEST VIRGINIA DIVISION OF LABOR

1900 Kanawha Boulevard East - State Capitol Complex - Building 3, Room 200 - Charleston, WV 25305
Telephone: (304)558-7890 labor.wv.gov Fax: (304)558-3797

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.

Required Minimum Wage Rate

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 91st day of employment, an employer must pay the employee the required minimum wage rate.

Permissible Minimum Wage Credit for Tipped Employees

Beginning January 1, 2016, employers may take up to a 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.

Revised January 2018

WHISTLE-BLOWERS' PROTECTION ACT

NOTICE: WEST VIRGINIA WHISTLE-BLOWER LAW

The West Virginia Whistle-blower Law protects public employees against discharge, discrimination, or retaliation when they, in good faith, report any instances of waste or wrongdoing. Substantial abuse, misuse, destruction, or loss of public funds or resources designed to protect the public interest.

WASTE Substantial abuse, misuse, destruction, or loss of public funds or resources designed to protect the public interest

WRONGDOING Non-technical violations of any statute, regulation, ordinance, or code of ethics

W. Va. Code § 6C-1-1

Published and distributed by the West Virginia Division of Personnel; Revised November 2003

DISCRIMINATION

NOTICE

THE WEST VIRGINIA HUMAN RIGHTS ACT

Prohibits Discrimination in Employment and Places of Public Accommodations Based On:
Race, Religion, Color, National Origin, Ancestry, Sex, Age (40 or above), Blindness, or Disability

For Further Information or to File a Complaint, Visit, Call or Write to the WV Human Rights Commission at:
WV Human Rights Commission
Room 108 A, 1321 Plaza East, Charleston, WV 25301-1400

Phone: 304-558-2616 (Toll Free) 888-676-5546

THE WEST VIRGINIA FAIR HOUSING ACT

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

Website: www.hrc.wv.gov Revised 06/14/2016

THE WEST VIRGINIA PREGNANT WORKERS'FAIRNESS ACT

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

PARENTAL LEAVE ACT

WEST VIRGINIA DIVISION OF LABOR

1900 Kanawha Boulevard East - State Capitol Complex - Building 3, Room 200 - Charleston, WV 25305
Telephone: (304)558-7890 labor.wv.gov Fax: (304)558-3797

PARENTAL LEAVE ACT

PARENTAL LEAVE ACT - (W. Va. Code §21-5D-1, et. seq.). This legislation, enacted in 1989, covers employees of all departments, divisions, boards, bureaus, agencies, commissions or other units of State Government and County Boards of Education.

Under this law, an employee shall be entitled to a total of 12 weeks of unpaid Parental Leave following the exhaustion of all his or her annual and personal leave, during any 12-month period. The unpaid leave shall be granted to an employee for any of the following reasons:

- The birth of a son or daughter of the employee
- The placement of a son or daughter with the employee for adoption
- To care for the employee's son or daughter, spouse, parent, or dependent who has a serious health condition

The statute further states that in the case of a serious health condition, the leave may be taken intermittently when medically necessary.

If a leave of absence due to the birth or adoption of a child is foreseeable, the employee shall provide the employer with a two weeks written notice. If a leave of absence is foreseeable due to planned medical treatment or medical supervision, the employee shall make a reasonable effort to schedule the leave

of absence so as not to disrupt the operations of the employer, subject to the approval of the health care provider.

If an employee requests Parental Leave to care for a family member with a serious health condition, the employer may require the employee to provide certification by a health care provider of the family member's health condition and that the employee's assistance is necessary. The certification shall be sufficient if it contains the following:

- That the child, dependent, parent, or employee has a serious health condition
- The date the serious health condition commenced and its probable duration
- The medical facts regarding the serious health condition, upon release by the patient

The position held by an employee immediately before the leave of absence shall be held and the employee shall be returned to that position upon his or her return to work. However, the employer may hire a temporary employee to fill the position for the period of time the employee is off work.

No employer may, because an employee received Parental Leave, reduce or deny any employment benefit or seniority which accrued to the employee before his or her leave commenced.

Revised January 2018

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 labor.wv.gov 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.

S21-5 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 wages.

When an employee is discharged, quits, resigns, is laid off, or is on strike, pay the employee on or before the next regularly scheduled payday for all work he or she performed prior to his or her separation from employment.

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.

Notify employees in writing at the time of hire, or by a posted notice that is accessible to all employees, identifying the employer's established work week, pay periods, regularly scheduled pay days, and employment practices and policies

regarding vacation, sick leave and other fringe benefits, if any.

Provide employees with at least 1 full pay period's written notice before making any changes to an employee's rate of pay, fringe benefits, the time and place for meeting payroll, or any other existing terms or conditions of employment.

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

S21-5 PREVENTS THE EMPLOYER FROM:

Selling goods or supplies to employees at prices higher than the current market value. 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 club dues, pension plans, payroll savings plans, credit unions, charities, and hospitalization and medical insurance).

Accepting a wage assignment that does not contain the employee's notarized signature, specify that the total amount due and the amount to be deducted, and state that 75% of the employee's net wages are exempt from assignment.

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

Revised January 2018

CHILD LABOR LAWS

AGE SPECIFIC GUIDELINES FOR THE EMPLOYMENT OF CHILDREN IN WEST VIRGINIA

13 year olds may

• Baby sit

• Engage in agricultural activities

• Deliver Newspapers

• Be an actor or performer

• Work for parents in their solely owned business

No permits required *excluded hazardous occupations

Work Permit Required

Entitled to a 30 minute lunch after five hours of work

Work restricted to non hazardous occupations

Prohibited from working in a bar or other establishment where the primary business activity involves selling, dispensing or serving alcohol

Work Hours Limited

WHILE SCHOOL IS IN SESSION

May not work:

• more than 3 hrs per day

• more than 18 hrs per week

• before 7:00 am or after 7:00 pm (without supervision permit)

during normal school hours

SUMMER EMPLOYMENT

May not work:

• more than 8 hrs per day

• more than 40 hrs per week

• 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

• an age certificate may be required by the employer as proof of age

• may participate in volunteer fire activities

• may participate in fighting forest fires (as part of junior forest fire crew)

• prohibited from working in a bar or other establishment where the primary business activity involves the selling, dispensing or serving of alcohol

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

• work limited to age appropriate non hazardous occupations (as determined by the Commissioner of Labor)

For additional information contact:

The West Virginia Division of Labor, Capitol Complex Building 6, Room 749B, Charleston, WV 25305 • (304) 558-7890

Revised 10/07

H.B. 4140 MEAL BREAKS

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

A4289.9 Rest Periods: Rest Periods of short duration, running from (5) to (20) minutes, must be counted as hours worked.

TITLE 42, SERIES 5: WAGE PAYMENT AND COLLECTION ACT

A4252 Definitions 2.6

"Break Periods and/or Rest Periods" means when authorized by an employer, break periods and/or rest periods which do not exceed (20) minutes duration must be counted as hours worked.

ARTICLE 6: CHILD LABOR LAW

§ 2167 Hours and days of labor by minors.

No child under the age of sixteen shall be employed or permitted to work for more than five hours continuously without an interval of at least thirty minutes for a lunch period, and no period of less than thirty minutes shall, for the purposes of this section, be deemed to interrupt a continuous period of work.

Revised 10/07

WORKERS' COMPENSATION

NOTICE TO EMPLOYEES

You are entitled to medical benefits and possibly wage replacement benefits in the event of an occupational injury or disease arising out of employment. When a traumatic injury or death occurs or an occupational disease is contracted in the course of your employment, you must notify your employer immediately. Failure to give notice to your employer of the injury shall weigh against a finding of compensability and will dilute the credibility and reliability of your claim. Notice provided to your employer within two (2) working days of the injury shall be deemed timely notice. You are responsible for filing the application for workers' compensation benefits within six months from the date of injury. The time limit on occupational pneumoconiosis and disease claims is three years from the date of last exposure.

Bureau of Employment Program - Charleston, West Virginia 25301

WC-E761 - Rev. 6-05

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UNEMPLOYMENT COMPENSATION

WORKFORCE West Virginia

Notice to Employees – Unemployment Benefits

TOTAL UNEMPLOYMENT

You are considered totally unemployed during any week in which you are totally separated from your employment, performing no services for which wages or other remuneration were paid to you. You must file your initial claim for total unemployment in person. Since a claim for unemployment compensation is effective the Sunday of the week in which it is filed, you should file your claim immediately after you are separated from your employment. You will be instructed on filing your continued claim. Your options for filing continued claims will include telephone or web filing.

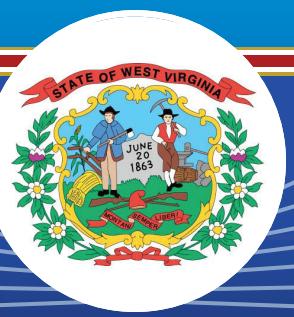
PARTIAL UNEMPLOYMENT

You would be considered partially unemployed if you have been working full time, but due to business being slow, a breakdown of equipment, or similar reasons, your employer has to reduce your hours during the week. You may be entitled to partial unemployment benefits during this week if you earned less than what your weekly unemployment benefit amount would be plus \$60. Under these conditions, your employer should issue a Low Earnings Report for the week, showing your gross wages. You must complete the claims portion of the Low Earnings Report and file it with the local unemployment office as directed on the form.

ELIGIBILITY REQUIREMENTS

To be considered eligible to receive unemployment benefits you must have earned \$2,200 gross wages in covered employment during two or more calendar quarters of your regular base period (first four of the last five completed calendar quarters) or alternative base period (the last four quarters immediately preceding the first day of the individual's benefit year). You must participate in profiling and reemployment services when selected

WEST VIRGINIA



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DIVISION DE TRABAJO DE WEST VIRGINIA

1900 Kanawha Boulevard East - State Capitol Complex - Building 3, Room 200 - Charleston, WV 25305
Teléfono: (304)558-7890 labor.wv.gov Fax: (304)558-3797

REQUISITOS DE SALARIO MÍNIMO

Un empleador que emplee a 6 o más trabajadores en un lugar separado, distinto y permanente durante cualquier semana calendario, incluyendo al Estado de West Virginia, y sus agencias y departamentos, debe cumplir con la ley del salario mínimo estatal.

Tasas salariales mínimas exigidas

- A partir del 1 de enero de 2016 los empleadores deben pagar a los empleados por lo menos \$ 8.75 por hora.

Tasas salariales mínimas requeridas para el salario de capacitación

- Un empleador puede pagar a un empleado menor de 20 años que haya sido contratado por primera vez el 1 de enero de 2015 o después de dicha fecha, un salario de capacitación al menos \$ 6.40 por hora por los primeros 90 días de empleo.

- A partir del día 91 de empleo, el empleador deberá pagar al trabajador el salario mínimo requerido.

Crédito permitido al salario mínimo para los empleados que reciben propinas

- A partir del 1 de enero de 2016 los empleadores pueden acredecir hasta 70% o \$ 6.13 por hora, a la tasa de salario mínimo para los empleados que habitualmente reciben propinas, resultando en una tasa salarial por horas reducida de por lo menos \$ 2.62 por hora.

- Para poder hacer dicho crédito, los empleadores deben asegurarse que las propinas de los empleados y el salario por horas reducido sea igual al menos al salario mínimo requerido y deben mantener registros precisos de las propinas de los empleados.

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WORKFORCE West Virginia Aviso a los Trabajadores - Beneficios de Desempleo

DESEMPLEO TOTAL

Se considera totalmente desempleado durante cualquier semana en la que esté totalmente separado de su empleo, sin realizar ningún servicio por el que se le hayan pagado salarios u otra remuneración. Debe presentar su reclamación inicial por desempleo total en persona. Dado que las reclamaciones de compensación por desempleo se hacen efectivas el domingo de la semana en la que se presentan, debe presentar su reclamación inmediatamente después de que quede separado de su empleo. Se le instruirá sobre la presentación de su reclamación continua. Sus opciones para presentar reclamaciones continuas incluirán la presentación por teléfono o por internet.

DESEMPLEO PARCIAL

Se le considerará parcialmente desempleado si ha estado trabajando a tiempo completo, pero debido a la lentitud del negocio o a la avería del equipo o razones similares, no tiene que producir suficientes durante la semana. Es posible que tenga derecho a beneficios parciales de desempleo durante esta semana si gana menos de lo que sería su monto semanal de beneficios de desempleo, más \$60. Bajo estas condiciones, su empleador debe emitir un informe de ingresos bajos para la semana que muestra su salario bruto. Debe completar la parte de la reclamación del informe de ingresos bajos y presentarla en la oficina de desempleo local como se indica en el formulario.

REQUISITOS DE ELEGIBILIDAD

Para ser elegible monetariamente para recibir beneficios de desempleo, debe haber ganado \$2200 de salario bruto en un empleo cubierto durante los 2 o más trimestres calendario de su período base regular (los primeros cuatro de los últimos cinco trimestres calendario completados) o período base alternativo (los últimos cuatro trimestres inmediatamente anteriores al primer día de año de beneficios de la persona).

REQUISITOS DE ELEGIBILIDAD - OTROS

Si está desempleado, solo tendrá derecho a recibir beneficios si:

- Ha presentado una reclamación de beneficios en una oficina de desempleo local.
- Se ha registrado para trabajar con la Oficina de Servicio de Empleo y continúa proporcionando información según las instrucciones.
- Puede trabajar y está disponible para un trabajo a tiempo completo para el que está capacitado según su formación o experiencia previa.
- Está haciendo lo que una persona razonablemente prudente en su situación haría para encontrar trabajo.
- Ha solicitado y cumplido un período de espera de una semana durante su año de beneficios.

TABLA DE BENEFICIOS POR LA COMPENSACIÓN DE DESEMPLEO

Tipo de salario	Salarios en Periodo Base	Índice de Beneficio semanal	Índice de Beneficio Max.	Tipo de salario	Salarios en Periodo Base	Índice de Beneficio semanal	Índice de Beneficio Max.	Tipo de salario	Salarios en Periodo Base	Índice de Beneficio semanal	Índice de Beneficio Max.
por debajo \$2,200	inelegible			105	17,800.00 - 17,949.99	189.00	4914.00	210	33,550.00 - 33,699.99	355.00	9230.00
1 \$2,200.00 - 2,349.99	24.00	624.00	106	17,950.00 - 18,099.99	190.00	4940.00	211	33,700.00 - 33,849.99	357.00	9280.00	304 47,650.00 - 47,799.99
2 \$2,350.00 - 2,499.99	25.00	650.00	107	18,100.00 - 18,249.99	192.00	4992.00	212	33,850.00 - 33,999.99	358.00	9308.00	305 47,800.00 - 47,949.99
3 \$2,500.00 - 2,649.99	27.00	702.00	108	18,250.00 - 18,399.99	193.00	5018.00	213	34,000.00 - 34,149.99	360.00	9360.00	306 47,950.00 - 48,099.99
4 \$2,650.00 - 2,799.99	28.00	728.00	109	18,400.00 - 18,549.99	195.00	5070.00	214	34,150.00 - 34,299.99	361.00	9386.00	307 48,100.00 - 48,249.99
5 \$2,800.00 - 2,949.99	30.00	780.00	110	18,550.00 - 18,699.99	196.00	5096.00	215	34,300.00 - 34,449.99	363.00	9438.00	308 48,250.00 - 48,399.99
6 \$2,950.00 - 3,099.99	31.00	806.00	111	18,700.00 - 18,849.99	198.00	5148.00	216	34,450.00 - 34,599.99	365.00	9490.00	309 48,400.00 - 48,549.99
7 \$3,100.00 - 3,249.99	33.00	858.00	112	18,850.00 - 18,999.99	200.00	5200.00	217	34,600.00 - 34,749.99	366.00	9516.00	310 48,550.00 - 48,699.99
8 \$3,250.00 - 3,399.99	35.00	910.00	113	19,000.00 - 19,149.99	201.00	5226.00	218	34,750.00 - 34,899.99	368.00	9568.00	311 48,700.00 - 48,849.99
9 \$3,400.00 - 3,549.99	36.00	936.00	114	19,150.00 - 19,299.99	203.00	5278.00	219	34,900.00 - 34,599.99	369.00	9594.00	312 48,850.00 - 48,999.99
10 \$3,550.00 - 3,699.99	38.00	988.00	115	19,300.00 - 19,449.99	204.00	5304.00	220	35,050.00 - 35,199.99	371.00	9646.00	313 49,000.00 - 49,149.99
11 \$3,700.00 - 3,849.99	39.00	1014.00	116	19,450.00 - 19,599.99	206.00	5356.00	221	35,200.00 - 35,349.99	373.00	9698.00	314 49,150.00 - 49,299.99
12 \$3,850.00 - 3,999.99	41.00	1066.00	117	19,600.00 - 19,749.99	208.00	5408.00	222	35,350.00 - 35,499.99	374.00	9724.00	315 49,300.00 - 49,449.99
13 \$4,000.00 - 4,149.99	43.00	1118.00	118	19,750.00 - 19,899.99	209.00	5434.00	223	35,500.00 - 36,449.99	376.00	9776.00	316 49,450.00 - 49,599.99
14 \$4,150.00 - 4,299.99	44.00	1144.00	119	19,900.00 - 20,049.99	211.00	5486.00	224	35,650.00 - 35,799.99	377.00	9802.00	317 49,600.00 - 49,749.99
15 \$4,300.00 - 4,449.99	46.00	1169.00	120	20,050.00 - 20,199.99	212.00	5512.00	225	35,800.00 - 35,949.99	379.00	9854.00	318 49,750.00 - 49,899.99
16 \$4,450.00 - 4,599.99	47.00	1222.00	121	20,200.00 - 20,349.99	214.00	5564.00	226	35,950.00 - 36,099.99	381.00	9906.00	319 49,900.00 - 50,049.99
17 \$4,600.00 - 4,749.99	49.00	1274.00	122	20,350.00 - 20,499.99	216.00	5616.00	227	36,100.00 - 36,249.99	382.00	9932.00	320 50,050.00 - 50,199.99
18 \$4,750.00 - 4,899.99	51.00	1326.00	123	20,500.00 - 20,649.99	217.00	5642.00	228	36,250.00 - 36,399.99	384.00	9984.00	321 50,200.00 - 50,349.99
19 \$4,900.00 - 5,049.99	52.00	1352.00	124	20,650.00 - 20,799.99	219.00	5694.00	229	36,400.00 - 36,549.99	385.00	10010.00	322 50,350.00 - 50,499.99
20 \$5,050.00 - 5,199.99	54.00	1404.00	125	20,800.00 - 20,949.99	220.00	5720.00	230	36,550.00 - 36,699.99	387.00	10062.00	323 50,500.00 - 50,649.99
21 \$5,200.00 - 5,349.99	55.00	1430.00	126	20,950.00 - 21,099.99	222.00	5772.00	231	36,700.00 - 36,849.99	388.00	10088.00	324 50,650.00 - 50,799.99
22 \$5,350.00 - 5,499.99	57.00	1482.00	127	21,100.00 - 21,249.99	223.00	5798.00	232	36,850.00 - 36,999.99	390.00	10140.00	325 50,800.00 - 50,949.99
23 \$5,500.00 - 5,649.99	58.00	1508.00	128	21,250.00 - 21,399.99	225.00	5850.00	233	37,000.00 - 37,149.99	392.00	10192.00	326 50,950.00 - 51,099.99
24 \$5,650.00 - 5,799.99	60.00	1560.00	129	21,400.00 - 21,549.99	227.00	5902.00	234	37,150.00 - 37,299.99	393.00	10218.00	327 51,100.00 - 51,249.99
25 \$5,800.00 - 5,949.99	62.00	1612.00	130	21,550.00 - 21,699.99	228.00	5928.00	235	37,300.00 - 37,449.99	395.00	10270.00	328 51,250.00 - 51,399.99
26 \$5,950.00 - 6,099.99	63.00	1638.00	131	21,700.00 - 21,849.99	230.00	5980.00	236				