

# VIRGINIA LABOR LAW POSTINGS

50<sup>th</sup> ANNIVERSARY

Life's a little easier with EITC

The EITC is for working people who earn less than \$66,919. This year, the amount of the credit you could receive is up to \$7,630 if you claim qualifying children or up to \$632 if you don't claim qualifying children. The amount of the credit depends on:

- whether you are single or married
- if you have no children or the number of qualifying children you have
- the amount you earned

Just imagine what you could do with the EITC.

Are you eligible to file the EITC for 2024?

Here are the steps to claim the EITC:

- Generally must be a U.S. citizen or resident alien all year
- Must work and have earned income
- Must have a valid Social Security number issued on or before the due date of the return (including extensions)
- May not have more than \$1,600 of investment income (such as interest)
- Must have a qualifying child and meet other requirements if you are married but not filing a joint return.
- May not be a qualifying child of another person
- May not file Form 2550 (related to foreign earned income)

You may be able to claim the EITC even if you owe no tax or are not required to file. The EITC provides a benefit to help pay your bills or save for a rainy day.

Did you meet the rules?

If so, your earned income must be less than ...

\$18,591 (\$25,511 if married filing a joint return) with no qualifying children who have a valid SSNs

\$49,084 (\$56,004 if married filing a joint return) with one qualifying child who has a valid SSN

\$55,768 (\$62,688 if married filing a joint return) with two qualifying children who have valid SSNs

\$59,899 (\$66,819 if married filing a joint return) with three or more qualifying children who have valid SSNs

Special rules may apply for members of the U.S. Armed Forces in combat zones, members of the clergy, and those with disability retirement income.

Do you have a qualifying child who lives with you?

To be a qualifying child for the credit ...

The IRS uses information such as relationship, age, residency, and joint return tests described at [www.irs.gov](http://www.irs.gov) or in Publication 509, Earned Income Credit.

Did you double check your facts?

Here are common errors to avoid ...

- Claiming a child as a qualifying child who does not meet the relationship, age or residency tests
- Underreporting or overreporting income or expenses
- Social Security number and last name mismatch

If you claim the EITC, the IRS can't release your refund until mid-February. Errors on the tax return can cause a delay in processing your claim for the tax credit.

Do you want help with the EITC?

Go online or call us for free.

Go to [www.irs.gov](http://www.irs.gov) for the 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](http://www.irs.gov/VITA) or call 1-800-900-9887 to find a site.Use Free File at [www.irs.gov/FreeFile](http://www.irs.gov/FreeFile) for free online filing through commercially available tax preparation software.Go to [www.irs.gov/chooseATaxPro](http://www.irs.gov/chooseATaxPro) to help locate a qualified tax return preparer.

Call 1-800-829-4059 if you have access to TTY/TTD equipment for the hearing impaired.

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## SEIZURE FIRST AID

### 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

**Do NOT**

- ✗ Do **NOT** restrain.
- ✗ Do **NOT** put any objects in their mouth.
- ✓ **Rescue medicines can be given** if prescribed by a health care professional

Learn More and Register for Training: [epilepsy.com/firataid](http://epilepsy.com/firataid)

In Partnership with

Virginia Department of Labor and Industry

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## PREGNANCY ACCOMMODATION

### 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 reasonable accommodations for pregnancy, childbirth or related medical conditions, including lactation, unless the accommodation would 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 Accommodations

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

#### Complaints

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  
202 North 9<sup>th</sup> Street  
Richmond, Virginia 23219  
[www.ag.virginia.gov](http://www.ag.virginia.gov)  
[CivilRights@oag.state.va.us](mailto:CivilRights@oag.state.va.us)  
P: (804) 225-2292; F: (804) 225-3294

## UNEMPLOYMENT INSURANCE



### NOTICE TO WORKERS

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

#### YOU MAY APPLY FOR UNEMPLOYMENT INSURANCE BENEFITS IF:

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

#### YOU WILL NEED TO PROVIDE:

- Your full legal name
- Your Social Security Number
- Your authorization to work if you are not a US Citizen or resident

#### IF 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](http://www.vec.virginia.gov) or by calling our Customer Contact Center at 1-866-832-2363. Register for work online at [www.vec.virginia.gov](http://www.vec.virginia.gov).

#### 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 during your Base Period.
- Must be unemployed through no fault of your own.
- Must be able and available for work and actively searching for work.
- Continue to report as instructed by the Virginia Employment Commission.

You cannot be paid unemployment benefits until you have filed your claim and have met all 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, visit website [www.vec.virginia.gov](http://www.vec.virginia.gov) or call our Customer Contact Center at 1-866-832-2363.

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

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](mailto:translation@vec.virginia.gov)

This notice is available in Spanish.  
Direct request to Employee Accounts  
P.O. Box 26441  
Richmond, VA 23261-6441

## EARNED INCOME TAX CREDIT

See if you qualify.  
[www.irs.gov/eitc](http://www.irs.gov/eitc)50<sup>th</sup>

ANNIVERSARY

YEAR

CREDIT

YEAR

CREDIT