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SENATE BILL NO. 58

AMENDMENT IN THE NATURE OF A SUBSTITUTE
(Proposed by the Senate Committee on Commerce and Labor
on January 15, 2018)

(Patrons Prior to Substitute—Senators Edwards, Marsden [SB 240], and Dance [SB 251])

A BILL to amend and reenact §§ 40.1-2.1, 40.1-28.9, and 40.1-28.10 of the Code of Virginia, relating to the minimum wage.

Be it enacted by the General Assembly of Virginia:

1. That §§ 40.1-2.1, 40.1-28.9, and 40.1-28.10 of the Code of Virginia are amended and reenacted as follows:

§ 40.1-2.1. Application of title to Commonwealth and its agencies, etc.; safety and health program for public employees.

The provisions of this title, other than Article 1.1 (§ 40.1-28.8 et seq.) of Chapter 3, and any rules and regulations promulgated pursuant thereto shall not apply to the Commonwealth or any of its agencies, institutions, or political subdivisions, or any public body, unless, and to the extent that, coverage is extended by specific regulation of the Commissioner or the Board. The Commissioner is authorized to establish and maintain an effective and comprehensive occupational safety and health program applicable to employees of the Commonwealth, its agencies, institutions, political subdivisions, or any public body. Such program shall be subject to any State plan submitted to the federal government for State enforcement of the Federal Occupational Safety and Health Act of 1970 (P.L. 91-596), or any other regulation promulgated under Title 40.1. The Commissioner or the Board shall establish procedures and adopt regulations for enforcing the program that shall include provisions for (i) the issuance of proposed penalties; (ii) the payment of such penalties or a negotiated sum in lieu of such penalties; (iii) the deposit of such payments into the general fund of the state treasury; (iv) fair hearings, including judicial review; and (v) other sanctions to be applied for violations.

§ 40.1-28.9. Definition of terms.

A. As used in this article:

A. "Employer" includes any individual, partnership, association, corporation, business trust, or any person or groups of persons acting directly or indirectly in the interest of an employer in relation to an employee;

B. "Employee" includes any individual employed by an employer, except the following:

- 1. Any person employed as a farm laborer or farm employee;
2. Any person employed in domestic service or in or about a private home or in an eleemosynary institution primarily supported by public funds;
3. Any person engaged in the activities of an educational, charitable, religious or nonprofit organization where the relationship of employer-employee does not, in fact, exist, or where the services rendered to such organizations are on a voluntary basis;
4. Newsboys, shoe-shine boys, caddies on golf courses, babysitters, ushers, doormen, concession attendants and cashiers in theaters;
5. Traveling salesmen or outside salesmen working on a commission basis; taxicab drivers and operators;
6. Any person under the age of 18 in the employ of his father, mother or legal guardian;
7. Any person confined in any penal or corrective institution of the State Commonwealth or any of its political subdivisions or admitted to a state hospital or training center operated by the Department of Behavioral Health and Developmental Services;
8. Any person employed by a boys' and/or girls' summer camp for boys, girls, or both boys and girls;
9. Any person under the age of 16, regardless of by whom employed;
10. Any person who normally works and is paid based on the amount of work done;
11. [Repealed.]
12. Any person whose employment is covered by the Fair Labor Standards Act of 1938 as amended;
13. Any person whose earning capacity is impaired by physical deficiency, mental illness, or intellectual disability;
14. 12. Students participating in a bona fide educational program;
15. 13. Any person employed by an employer who does not have four or more persons employed at any one time; provided that husbands, wives, sons, daughters and parents of the employer shall not be counted in determining the number of persons employed;
16. 14. Any person who is less than 18 years of age and who is currently enrolled on a full-time basis in any secondary school, institution of higher education or trade school, provided the person is not

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60 employed more than 20 hours per week;

61 ~~16A.~~ 15. Any person of any age who is currently enrolled on a full-time basis in any secondary
62 school, institution of higher education or trade school and is in a work-study program or its equivalent
63 at the institution at which he or she is enrolled as a student;

64 ~~17.~~ 16. Any person who is less than 18 years of age and who is under the jurisdiction and direction
65 of a juvenile and domestic relations district court.

66 "Employer" includes any individual, partnership, association, corporation, or business trust or any
67 person or groups of persons acting directly or indirectly in the interest of an employer in relation to an
68 employee. "Employer" includes the Commonwealth; any of its agencies, institutions, or political
69 subdivisions; and any public body.

70 C. "Wages" means legal tender of the United States or checks or drafts on banks negotiable into cash
71 on demand or upon acceptance at full value; provided, wages may include the reasonable cost to the
72 employer of furnishing meals and for lodging to an employee, if such board or lodging is customarily
73 furnished by the employer, and used by the employee.

74 D. B. In determining the wage of a tipped employee, the amount paid such employee by his
75 employer shall be deemed to be increased on account of tips by an amount determined by the employer,
76 except in the case of an employee who establishes by clear and convincing evidence that the actual
77 amount of tips received by him was less than the amount determined by the employer. In such case, the
78 amount paid such employee by his employer shall be deemed to have been increased by such lesser
79 amount.

80 **§ 40.1-28.10. Minimum wages.**

81 ~~Every~~ A. Prior to July 1, 2018, every employer shall pay to each of his employees wages at a rate
82 not less than the federal minimum wage ~~and a~~ or, if applicable, the federal training wage as prescribed
83 by the U.S. Fair Labor Standards Act (29 U.S.C. § 201 et seq.).

84 B. On and after July 1, 2018, but before July 1, 2019, every employer shall pay to each of his
85 employees wages at a rate not less than the greater of (i) \$8.00 per hour or (ii) the federal minimum
86 wage as prescribed by the U.S. Fair Labor Standards Act (29 U.S.C. § 201 et seq.).

87 C. On and after July 1, 2019, but before July 1, 2020, every employer shall pay to each of his
88 employees wages at a rate not less than the greater of (i) \$9.00 per hour or (ii) the federal minimum
89 wage as prescribed by the U.S. Fair Labor Standards Act (29 U.S.C. § 201 et seq.).

90 D. On and after July 1 2020, every employer shall pay to each of his employees wages at a rate not
91 less than the greater of (i) \$10.10 per hour or (ii) the federal minimum wage as prescribed by the U.S.
92 Fair Labor Standards Act (29 U.S.C. § 201 et seq.).