

# 2021 SESSION

INTRODUCED

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## SENATE BILL NO. 295

Offered January 8, 2020

Prefiled January 3, 2020

A *BILL to amend the Code of Virginia by adding a section numbered 40.1-29.1, relating to disclosure of terms of employment.*

Patron—Marsden

Referred to Committee on Commerce and Labor

### Be it enacted by the General Assembly of Virginia:

1. That the Code of Virginia is amended by adding a section numbered 40.1-29.1 as follows:

#### *§ 40.1-29.1. Disclosure of terms of employment.*

A. Every employer shall, at the time of the employee's hiring, furnish to each employee:

1. A written disclosure that shows:

a. The name of the employee;

b. The name of the employer, in addition to any trade name or assumed name under which the employer conducts business in the Commonwealth;

c. The street address and phone number of the employer's main office or principal location;

d. The rate of pay and basis thereof, whether paid by the hour, shift, day, week, salary, piece, commission, or other basis, including overtime rate of pay;

e. For employees paid a piece rate, the applicable piece rate of pay and the number of pieces completed at each piece rate; and

f. The regular payday established by the employer as required by subdivision A 1 of § 40.1-29; and

2. A physical or digital copy of the driver's license or government-issued identification card of (i) the employer, if the employer is an individual, or (ii) the employee's immediate supervisor, if the employer is not an individual.

B. Every employer shall notify its employees in writing of any changes to the information set forth in subsection A at least seven calendar days prior to the time of such changes.

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