

## 2020 SESSION

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### HOUSE BILL NO. 800

Offered January 8, 2020

Prefiled January 7, 2020

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

Patrons—Delaney, Guzman, Hope, Jenkins, Levine, Lindsey and Rasoul; Senators: Howell and Morrissey

Referred to Committee on Labor and Commerce

#### **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 furnish to each employee, at the time of the employee's hiring, a written disclosure that shows:

1. The name of the employee;

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

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

4. 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;

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

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

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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