

1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

2 *An Act to direct the Department of Labor and Industry to study increasing tipped employee wages and*
3 *address wage theft by employers of tipped employees.*

4 [H 335]

5 Approved

6 **Be it enacted by the General Assembly of Virginia:**

7 **1. § 1.** *The Department of Labor and Industry shall convene a work group to study (i) options for*
8 *increasing tipped employee minimum cash wages, whether on an incremental basis or otherwise, and*
9 *determine the most appropriate option; (ii) circumstances related to wage theft or payment inequities by*
10 *employers of tipped employees and recommendations related to mitigating such wage theft or payment*
11 *inequities; and (iii) amending the penalty provisions of §§ 40.1-28.11 and 40.1-28.12 of the Code of*
12 *Virginia as they apply to employee remedies and employer penalties for violations of minimum wage*
13 *requirements. The work group shall include representation from tipped employee labor organizations,*
14 *legal aid organizations that represent tipped employees, tipped employee advocacy groups, employers of*
15 *tipped employees, and advocacy groups for employers of tipped employees. As used in this act, "tipped*
16 *employee" has the same meaning as provided in § 40.1-28.9 of the Code of Virginia. The work group*
17 *shall submit a report of their findings to the Chairmen of the House Committee on Labor and*
18 *Commerce and the Senate Committee on Commerce and Labor no later than December 1, 2024.*

ENROLLED

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