



Virginia NOW (the Virginia Chapter of the National Organization for Women) is a statewide feminist advocacy organization advancing women's rights and social justice for all. Chapter locations: Alexandria, Arlington, Vienna Area, Charlottesville, Rockbridge County, Fredericksburg, Montgomery County, Richmond, & Williamsburg, with individual members all across Virginia.

House Bill Sheet: Civil & Human Rights

Gender Equity—SUPPORT

HB 1449 Virginia Human Rights Act; childbirth or related medical conditions, cause of action.

Introduced By: Del. Delores McQuinn (D-Richmond)

Provides that no employer may discharge any employee on the basis of childbirth or related medical conditions, including lactation. Currently, the protection against discrimination on the basis of childbirth or related medical conditions applies to an employer employing more than five but fewer than 15 persons.

HB 1499 Breast-feeding in public places; mother's right.

Introduced By: Del. Dave Albo (R-Springfield)

Provides that a mother may breast-feed in any place where the mother is lawfully present. Current law allows breast-feeding on any property owned, leased, or controlled by the Commonwealth.

HB 1823 Discrimination; equal pay irrespective of sex.

Introduced By: Del. Charniele Herring (D-Alexandria)

Increases the amount an employee can recover as damages for a violation of the existing requirement that employees receive equal pay for equal work irrespective of sex to triple the amount of wages withheld in violation of the requirement. Currently, such employees may recover double the amount of such wages.

HJ 495 United States Constitution; Equal Rights Amendment.

Introduced By: Del. Scott Surovell (D-Fairfax)

Ratifies the Equal Rights Amendment to the United States Constitution that was proposed by Congress in 1972. The joint resolution advocates the position that the 1972 Equal Rights Amendment remains viable and may be ratified notwithstanding the expiration of the 10-year ratification period set out in the resolving clause, as amended, in the proposal adopted by Congress.

Ending LGBTQIA Discrimination—SUPPORT

HB1385 Sexual orientation change efforts; prohibited.

Introduced By: Del. Patrick Hope (D-Arlington)

Prohibits any health care provider from engaging in sexual orientation change efforts with any person under 18 years of age. The bill defines "sexual orientation change efforts" as including the provision of treatment, interventions, counseling, or services intended to change a person's sexual orientation, gender identity, or gender expressions, but not including treatment, interventions, counseling, or services provided to persons seeking to transition from one gender to another or that provide acceptance, social support, and identity exploration and development.

HB 1454 Fair Housing Law; unlawful discrimination, sexual orientation; or gender identity.

Introduced By: Del. Marcus Simon (D-Falls Church)

Adds discrimination based on sexual orientation or gender identity as an unlawful discriminatory housing practice. The bill defines "sexual orientation" and "gender identity." Amends § 36-96.1, § 36-96.4, § 55-248.47, of the Code of Virginia.

HJ 492 Constitutional amendment (first resolution); marriage.**Introduced By: Del. Rob Krupicka (D-Alexandria)**

Proposes to replace the language of the constitutional amendment dealing with marriage that was approved by referendum at the November 2006 election with new language that provides that "the freedom to choose to marry another person resides with the individual and cannot be infringed upon by this Commonwealth, except on the basis of age, kinship, or marital status, as prescribed by law." The amendment also requires the Commonwealth to recognize any marriage between two persons performed in any other state or jurisdiction that would be lawful in the Commonwealth and specifies that a minister or civil celebrant authorized to perform marriages in the Commonwealth does not infringe upon the rights guaranteed by the Constitution if that individual refuses to perform the marriage of any persons.

*Ending LGBTQIA Discrimination—OPPOSE***HB 1414 Government-issued licenses, etc.; obtaining or renewing, conscience clause.****Introduced By: Del. Bob Marshall (R-Manassas); Del. Mark Berg (R-Winchester)**

Provides that a person shall not be required to perform, assist, consent to, or participate in any action or refrain from performing, assisting, consenting to, or participating in any action as a condition of obtaining or renewing a government-issued license, registration, or certificate where such condition would violate the religious or moral convictions of such person with respect to same-sex marriage or homosexual behavior.

*Ending Race & Class Discrimination—SUPPORT***HB 1471 Affordable housing****Introduced By: Del. David Bulova (D-Fairfax)**

Adds the City of Fairfax to the list of localities with authority to provide for an affordable dwelling unit program under 15.2-2304. Amends § 15.2-2304, of the Code of Virginia.

HB 1478 In-state tuition; students granted Deferred Action for Childhood Arrivals.**Introduced By: Del. Kaye Kory (D-Falls Church)**

Declares that absent congressional intent to the contrary, any person granted Deferred Action for Childhood Arrivals by U.S. Citizenship and Immigration Services has the capacity to intend to remain in Virginia indefinitely and, therefore, is eligible for VA domicile and for in-state tuition charges at public institutions of higher education in the Commonwealth.

HB 1512 Minimum wage; increases to \$15.15 per hour.**Introduced By: Del. Marcus Simon (D-Falls Church)**

Increases the minimum wage from its current federally mandated level of \$7.25 per hour to \$15.15 per hour effective July 1, 2015, unless a higher minimum wage is required by the federal Fair Labor Standards Act. The \$15.15 rate shall be adjusted annually thereafter to reflect increases in the consumer price index. The measure also eliminates provisions that address determinations of the wages of tipped employees. Amends § 40.1-28.10, § 40.1-28.9, of the Code of VA.

HB 1654 Minimum wage; increases from its current federally mandated level to \$8.00 per hour.**Introduced By: Del. Ken Plum (D-Reston)**

Increases the minimum wage from its current federally mandated level of \$7.25 per hour to \$8.00 per hour effective July 1, 2015, to \$9.00 per hour effective July 1, 2016, and to \$10.00 per hour effective July 1, 2017, unless a higher minimum wage is required by the federal Fair Labor Standards Act (FLSA). Amends § 40.1-28.10, § 40.1-28.9, of the Code of VA.

*Ending Race & Class Discrimination—OPPOSE***HJ 490 Constitutional amendment (first resolution); right to work.****Introduced By: Del. Dickie Bell (R-Staunton)**

Provides that any agreement or combination between any employer and any labor union or labor organization whereby persons not members of such union or organization are denied the right to work for the employer, or whereby such membership is made a condition of employment or continuation of employment by such employer, or whereby any such union or organization acquires an employment monopoly in any enterprise, is against public policy and constitutes an illegal combination or conspiracy and is void.