

Virginia



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.

## Senate Bill Sheet: Civil & Human Rights

### *Gender Equity—SUPPORT*

#### **SB 772 Payment of wages; discrimination between employees on basis of sex**

##### **Introduced By: Sen. Don McEachin (D-Richmond)**

Amends existing law requiring equal pay for equal work irrespective of sex to (i) increase the penalty for a violation from double unpaid wages to triple unpaid wages plus reasonable attorney fees; (ii) prohibit employers from punishing employees for sharing salary information with their coworkers; and (iii) prohibit unequal provision of benefits and privileges. The measure also deletes the exemption for employers covered by the federal Fair Labor Standards Act from the Commonwealth's prohibition on discrimination in the payment of wages on the basis of sex.

#### **SJ 216 United States Constitution; Equal Rights Amendment.**

##### **Introduced By: Sen. Adam Ebbin (D-Alexandria); Del. Patrick Hope (D-Arlington)**

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*

#### **SB 785 Public employment; prohibits discrimination based on basis of sexual orientation or gender identity.**

##### **Introduced By: Sen. Don McEachin (D-Richmond)**

Prohibits discrimination in public employment based on the basis of sexual orientation or gender identity, as defined in the bill. The bill also codifies for state and local government employment the current prohibitions on discrimination in employment on the basis of race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, or status as a special disabled veteran or other veteran.

### *Ending Race & Class Discrimination—SUPPORT*

#### **SB 704 Alternative local minimum wage; establishes procedure which wage may be imposed in any locality.**

##### **Introduced By: Sen. Barbara Favola (D-Arlington); Del. Patrick Hope (D-Arlington)**

Establishes a procedure by which an alternative local minimum wage may be imposed in any locality. Adoption of an alternative minimum wage requirement requires majority approval by the voters in a local referendum. If approved at a referendum and imposed by ordinance of the local governing body, the alternative minimum wage requirement shall become effective on the July 1 that follows delivery to the Commissioner of Labor and Industry of certified copies of certain documents. An alternative local minimum wage requires every employer to pay to each of his employees, for work performed by them within the locality, wages at a rate not less than (i) \$8.25 per hour during the first 12 months the requirement is in effect; (ii) \$9.25 per hour during the following 12 months; and (iii) \$10.50 per hour thereafter.

#### **SB 819 TANF eligibility; drug-related felonies.**

##### **Introduced By: Sen. Barbara Favola (D-Arlington)**

Provides that a person who is otherwise eligible to receive Temporary Assistance for Needy Families benefits shall not be denied such benefits solely because he has been convicted of a felony offense of possession of a controlled substance, provided he is not using illegal drugs, complies with all obligations imposed by the criminal court and the Department of Social Services, is actively engaged in or has completed substance abuse treatment, and participates in drug screenings.