

Employment: Employment Issues Failed

Composite [view](#) with notes

Bills	Committee	Last action	Date
<p>HB 1812 - Morrissey - Questioning employees about criminal convictions; prohibits employer from asking about certain.</p>	<p>(H) Committee for Courts of Justice</p>	<p>(H) Left in Courts of Justice</p>	<p>02/10/09</p>
<p><u>notes</u>: Prohibits a state agency employer from asking an existing or prospective employee about the individual's record of arrests or convictions, unless the question refers to an arrest or conviction that occurred within the preceding eight years or was for a violent felony. An employer may not take negative employment actions against an individual based on a response to a prohibited question. A violation is punishable by a \$500 civil penalty.</p>			
<p>HB 1815 - Morrissey - Questioning employees about criminal convictions; prohibits employer from asking about certain.</p>	<p>(H) Committee for Courts of Justice</p>	<p>(H) Stricken from docket by Courts of Justice</p>	<p>01/21/09</p>
<p><u>notes</u>: Prohibits an employer from asking an existing or prospective employee about the individual's record of arrests or convictions, unless the question refers to an arrest or conviction that occurred within the preceding 8 years or was for a violent felony. An employer may not take negative employment actions against an individual based on a response to a prohibited question. A violation is a Class 1 misdemeanor.</p>			
<p>HB 2046 - Gear - Unemployment compensation; employees at seasonal establishment shall not be paid benefits.</p>	<p>(H) Committee on Commerce and Labor</p>	<p>(H) Left in Commerce and Labor</p>	<p>02/10/09</p>
<p><u>notes</u>: Authorizes the Virginia Employment Commission to designate, upon an employer's application, that an employer's establishment is a seasonal establishment that customarily operates only during a regularly occurring period of between 13 and 40 weeks in any 12-month period. Employees at a seasonal establishment shall not be paid unemployment benefits with respect to employment that was performed at a seasonal establishment during the establishment's operating season, if (i) his employment terminated when the establishment's stated operating season expired, (ii) the employer notified the employee prior to commencing employment that he will be performing service in a seasonal establishment, and (iii) the employer posted notices that employees are performing service in a seasonal establishment. Any benefit charges assessable with respect to the employee that are due to other employment will not be the responsibility of the seasonal employer.</p>			