



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 679 Adoption; person other than spouse of birth or adoptive parent may adopt child.

Introduced By: Sen. Janet Howell (D-Reston)

Provides that a person other than the spouse of a parent may adopt a child if the child has only one parent, the adoption would not terminate the parental rights of the parent, and the parent joins in the petition for the purpose of indicating his consent.

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 681 Minimum wage; increases from its current federally mandated level to \$8.00 per hour.

Introduced By: Sen. Dave Marsden (D-Burke)

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 \$10.10 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.

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. The provisions of the bill are contingent on funding in a general appropriation act.

Ending Race & Class Discrimination—OPPOSE

SB 722 In-state tuition; students granted Temporary Protected Status, etc.

Introduced By: Sen. Dick Black (R-Leesburg)

Declares that absent congressional intent to the contrary, any person granted Temporary Protected Status, Deferred Action for Childhood Arrivals, or Deferred Action for Parental Accountability by U.S. Citizenship and Immigration Services does not have the capacity to intend to remain in Virginia indefinitely and, therefore, is ineligible for Virginia domicile and for in-state tuition charges at public institutions of higher education in the Commonwealth.