



COMMONWEALTH of VIRGINIA
Department for the Aging

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January 5, 2010

SUBJECT

VDA ID NUMBER

[AAA Employer Required Notices](#)
(Tim Catherman)

10-001

Note: The web addresses (links) in this document may change over time. The Department for the Aging does not attempt to refresh the links once the week has passed. However, this document is maintained on the web for a period of time as a reference. Some links may require registration.

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COMMONWEALTH of VIRGINIA
Department for the Aging

MEMORANDUM

TO: Directors, Area Agencies on Aging
FROM: Tim Catherman, Director of Administrative Services
DATE: January 4, 2010
SUBJECT: AAA Employer Required Notices

There have been recent changes in law that requires new posters. For example the Genetic Information Nondiscrimination Act of 2008 (GINA) became effective November 21, 2009. Title II of GINA prohibits the use of genetic information in making decisions related to any terms, conditions, or privileges of employment, prohibits covered entities from intentionally acquiring genetic information, requires confidentiality with respect to genetic information (with limited exceptions), and prohibits retaliation. For additional information regarding GINA, see <http://www.eeoc.gov/laws/types/genetic.cfm>. The new [Equal Employment Opportunity: Equal Employment Opportunity is the Law](#) Poster addresses the issue.

In general all Area Agencies on Aging should place the following posters in a conspicuous place frequented by its employees.

The following are required State Posters:

- [Occupational Safety and Health: Job Safety and Health Protection](#)
- [Unemployment Insurance: Notice to Workers \(VEC-B-29\)](#)
- [Workers Compensation Insurance: Workers' Compensation Notice \(VWC 1\)](#)
- [Employer Earned Income Tax Credit Poster](#)
- [Employer Virginia Credit For Low-Income Individuals Poster](#)

The following are required Federal Posters:

- [Job Safety and Health – It's the Law](#)
- [Equal Employment Opportunity: Equal Employment Opportunity is the Law](#)
- [Fair Labor Standard Act: Your Rights Under the Fair Labor Standards Act](#)
- [Family and Medical Leave Act: Your Rights Under the Family and Medical Leave Act of 1993](#)

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A useful link is <http://www.dol.gov/osbp/sbrefa/poster/matrix.htm>

If you have any questions, please contact me via email
(tim.catherman@vda.virginia.gov) or phone (804-662-9309).