

CHAPTER ELEVEN : LABOR

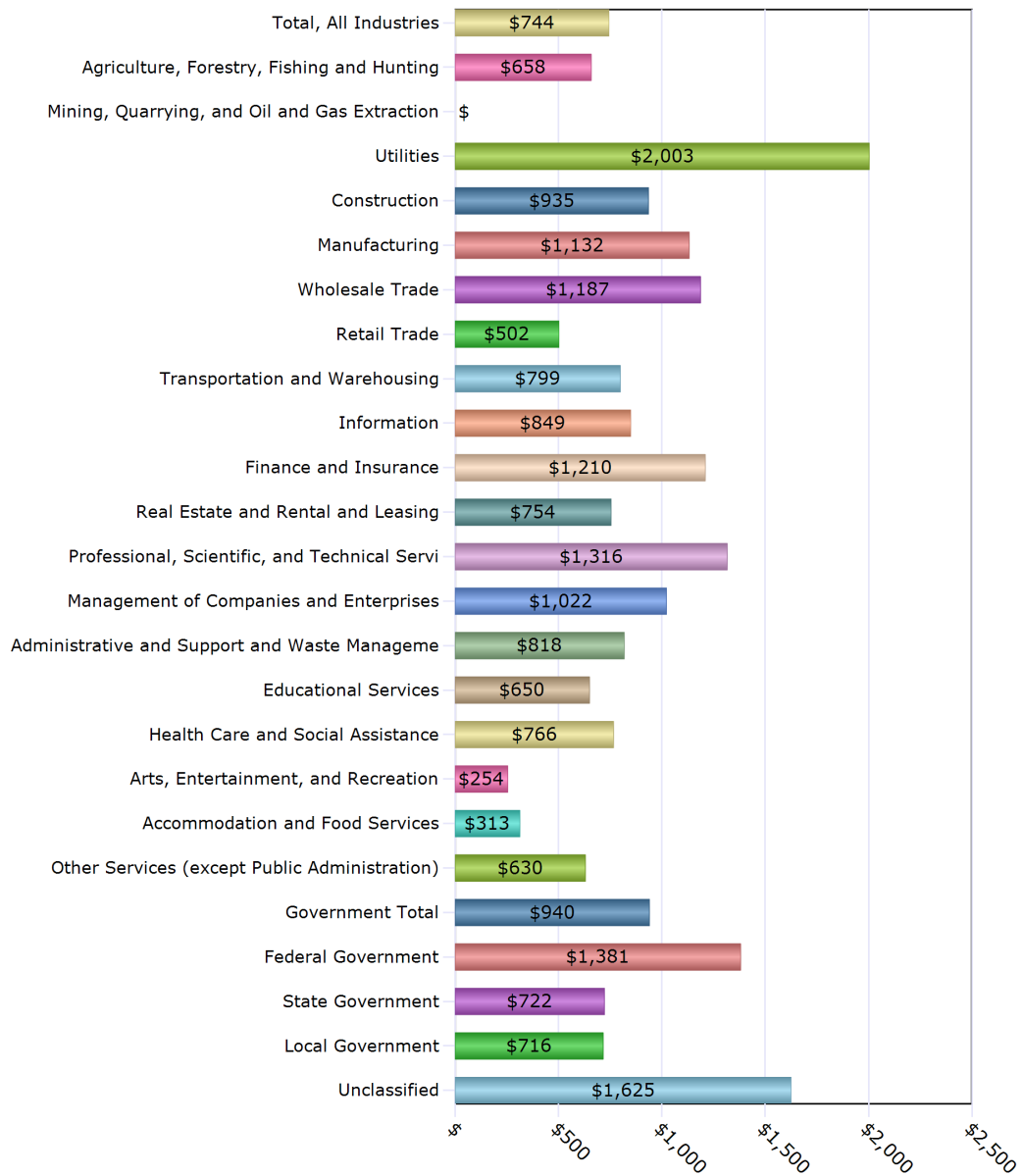
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Average Weekly Wage by Industry



Source: VA Employment Commission, 2015

B. VIRGINIA LABOR LAWS

Virginia's labor laws are designed for the benefit of both management and labor. The Virginia Department of Labor and Industry is responsible for administering these laws. The Department attempts to mediate disputes between labor and management, and guarantee a mutually favorable working relationship.

The Right-to-Work Law is probably the most important of Virginia's labor laws. This law is primarily designed to prohibit hiring based on membership (or non-membership) in a union. No employer can require its employees to become or remain members of a union, or to abstain from membership.

The Equal Pay Act of 1963 prohibits employers from discrimination in pay on the basis of gender alone. The Virginians with Disabilities Act prohibits employers from discrimination in employment or promotion practices because of a person's physical handicap when it is not job related. The Virginia Fair Employment Contracting Act forbids discrimination based on sex, religion, or national origin in the employment practices of the State, its agencies and government contractors.

Unemployment Insurance provides protection against loss of earnings when a person is released permanently or temporarily from employment while fully or temporarily employed. Employers must carry this insurance under either of two conditions: (1) they had one or more employees for some portion of a day for twenty or more weeks during the current or preceding calendar year; or, (2) they paid wages of at least \$1,500 in any calendar quarter in either the current or preceding year. The entire cost of Unemployment Insurance is paid by the employer under Virginia Law.

All major employers are also required to carry Workers' Compensation Insurance which is designed to provide compensation to a worker, or his dependents, if the worker becomes disabled, or dies, from injury or disease due to his work. In Virginia, every employer who has three or more employees must either carry this insurance with a private insurance agency or have a certificate of self-insurance issued by the Virginia Industrial Commission.

All employees in Virginia not covered by the federal Fair Labor Standards Act are covered by the Virginia Minimum Wage Act if the employer has four or more employees and is not specifically excluded.

Source: Virginia: A Guide to Establishing a Business, Department of Economic Development, September 1990

C. VIRGINIA EMPLOYMENT COMMISSION

The Virginia Employment Commission serves employers, job-seekers, and the unemployed. Among its many functions, the VEC offers employment services, administers the unemployment insurance program, and handles requests for labor market information and technical services.

One of the Virginia Employment Commission's primary responsibilities is to find jobs for people and people for jobs. The VEC offers employers fee-free recruitment, screening, and testing of applicants, as well as a variety of job training programs. Similarly, the VEC has a free job placement service for those looking for work.

The VEC also administers the unemployment insurance program, which provides weekly benefit checks to people who are temporarily out of a job through no fault of their own. The benefits are paid for by a tax on employers.

The VEC's Manpower Research division is the state's major source of manpower information, such as the current labor supply, prevailing wages, and the unemployment rate. In addition to answering specific information requests, Manpower Research publishes results of studies and surveys in periodical newsletters and special one-time reports. These periodicals and reports are available free to the general public, government, and business.

For more information about the Virginia Employment Commission and its programs, contact the area office:

Virginia Employment Commission
100 Premier Place
Winchester, VA 22602
(540) 722-3415
Donna Holloway, Acting Supervisor

D. LABOR UNIONS

There is only one union present in Warren County. The Independent Workers of North America (IWNA) union represents the workers of Riverton Corporation, which produces masonry products, cement and crushed stone.

E. TRAINING PROGRAMS

1. Workforce Services Program, VEDP

Customized Training and Recruiting Programs:

Workforce training assistance in Virginia is provided through the Virginia Department of Business Assistance's Virginia Jobs Investment Program (VJIP). VJIP provides customized

recruiting and training services to companies that are creating new jobs or experiencing technological change. The Department of Business Assistance assigns one state point-of-contact to coordinate all the resources available to your company. Among your partners will be Virginia's educational and vocational institutions, Workforce Development Centers, Employment Service Providers and more. For more information contact:

Manager, Workforce Services
Department of Economic Development
1021 East Cary Street
Post Office Box 798
Richmond, Virginia 23206-0798
(804) 371-8120

2. Workforce Services, Lord Fairfax Community College

Lord Fairfax Community College develops training customized for specific business objectives. All Open Enrollment classes can be tailored to industry or organization, at onsite location or at ours. We also offer many programs not seen in open enrollment classes, such as team building, leadership assessments and executive coaching. In addition, business' unique needs can be addressed by our team and programs can be designed specifically for specific need.

Jeanian Clark, Vice President
Workforce Solutions
Lord Fairfax Community College
(540) 868-7122
jclark@lfcc.edu

3. Virginia Apprenticeship Program

The Virginia Apprenticeship Program sponsored by the Virginia Department of Labor and Industry is designed to provide skill training and job related theory, helps meet your needs for reliable supply of high quality, skilled labor, and increases job satisfaction. It is a proven cost-effective system for training employees in occupations which require a wide range of skills and knowledge. Over 2,500 Virginia businesses in all sectors of our economy-manufacturing, services, and construction-currently use apprenticeship to meet their skill training needs. Each year over 1,300 apprentices complete their training and receive apprenticeship certificates which are recognized throughout the country. Apprenticeship training can benefit any size employer. Most apprenticeship programs, however, are registered to small businesses.

For more information, contact:

Virginia Department of Labor and Industry
Apprenticeship Division
www.doli.stata.va.us