

**Virginia Department of Labor and Industry
Labor & Employment Law Division**

INSTRUCTIONS FOR COMPLETING “CLAIM FOR WAGE SHARING RETALIATION” FORM

PLEASE READ THESE INSTRUCTIONS CAREFULLY

The attached claim form for wage sharing retaliation must be fully completed, printed out, signed, and returned by mail in order for your claim to be investigated. Please fill in all areas completely. If necessary, use a separate sheet of paper to provide additional information or explanation. Send the original claim form and include **copies** of all documents that will support your claim – **original documents will not be returned to you**. You must be able to prove that you were retaliated against for **sharing, discussing, or inquiring into** your or another employee’s wages or compensation. Incomplete forms will be returned, causing a delay in the investigation of your claim.

ACCEPTANCE OF THIS CLAIM DOES NOT GUARANTEE ANY OUTCOME. Upon acceptance of your claim by the Virginia Department of Labor and Industry, do not assume that your claim is valid.

Please notify this office **immediately in writing** of any change in your address or telephone number.

INSTRUCTIONS FOR SUBMITTING “CLAIM FOR WAGE SHARING RETALIATION” FORM

Submit completed claim forms by U.S. postal mail only. Faxed or emailed forms will not be accepted!

Please mail your completed claim form to the following address:

**Division of Labor and Employment Law
Virginia Department of Labor and Industry
6606 West Broad Street, Suite 500
Richmond, Virginia 23230**

Remember to sign the claim form and make sure to include the employer’s full address. Please include your email address for notices about your claim. Once your claim form has been received and processed by the Department, you will be contacted with next steps.

Claim Number: _____

For Official Use Only



**VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY
STATEMENT OF CLAIM FOR WAGE SHARING RETALIATION**

Please type or print clearly. We may be unable to assist you if your answers are incomplete or illegible.

YOUR FULL NAME: _____

YOUR STREET ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

HOME PHONE: _____ CELL PHONE: _____

E-MAIL ADDRESS: _____ BIRTH DATE: _____

WHAT WAS YOUR JOB TITLE? _____

HIRE DATE: _____ TERMINATION DATE: _____ LAST DATE ACTUALLY WORKED: _____

SUPERVISOR'S NAME: _____

BUSINESS NAME: _____

TYPE OF BUSINESS: _____ APPROXIMATE NUMBER OF EMPLOYEES: _____

BUSINESS STREET ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

BUSINESS PHONE: _____ EMPLOYER'S HOME/CELL PHONE: _____

BUSINESS MAILING ADDRESS, IF DIFFERENT FROM STREET ADDRESS: _____

DID THEY CONDUCT BUSINESS UNDER ANY OTHER NAME(S)? YES ☐ NO ☐ IDENTIFY: _____

COMPANY PRESIDENT OR OWNER NAME: _____ TITLE: _____

PRESIDENT OR OWNER'S HOME ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

IDENTIFY THE PLACE WHERE YOU PERFORMED WORK FOR THIS BUSINESS.

STREET ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

1. YES ☐ NO ☐ IS THE BUSINESS CLOSED OR IN BANKRUPTCY?
2. YES ☐ NO ☐ WERE YOU HIRED TO WORK AS A SUBCONTRACTOR OR INDEPENDENT AGENT?
3. YES ☐ NO ☐ DID YOU DISCUSS INFORMATION CONCERNING YOUR OWN WAGES OR OTHER COMPENSATION WITH? ANOTHER EMPLOYEE OR EMPLOYEES?
IF YOUR ANSWER IS "YES," WHEN WAS THIS CONVERSATION? _____
IF YOUR ANSWER IS "YES," WITH WHOM DID YOU DISCUSS THIS? _____
4. YES ☐ NO ☐ DID YOU DISCUSS INFORMATION CONCERNING ANOTHER EMPLOYEE'S WAGES OR OTHER COMPENSATION WITH ANOTHER EMPLOYEE OR EMPLOYEES?
IF YOUR ANSWER IS "YES," WHEN WAS THIS CONVERSATION? _____
IF YOUR ANSWER IS "YES," WITH WHOM DID YOU DISCUSS THIS? _____
5. YES ☐ NO ☐ AS PART OF YOUR JOB DUTIES, DID YOU HAVE ACCESS TO INFORMATION ABOUT OTHER EMPLOYEES' WAGES OR OTHER COMPENSATION?
IF YOUR ANSWER IS "YES," DID OTHER EMPLOYEES IN OTHER POSITIONS HAVE THIS SAME KIND OF ACCESS TO EMPLOYEE INFORMATION? YES ☐ NO ☐
6. YES ☐ NO ☐ HAVE YOU FILED A COURT CASE CONCERNING YOUR EMPLOYER'S RETALIATION AGAINST YOU?
IF YOUR ANSWER IS "YES," IN WHICH COURT DID YOU FILE? _____
7. YES ☐ NO ☐ HAVE YOU HIRED A LAWYER?
8. YES ☐ NO ☐ WERE YOU EMPLOYED TO PERFORM WORK AS PART OF A VIRGINIA PUBLIC WORKS PROJECT?
9. WHAT ACTION(S) HAVE OCCURRED IN YOUR EMPLOYMENT CAUSING YOU TO MAKE THIS CLAIM? CHECK **ALL** THAT APPLY:
TERMINATION ☐ SUSPENSION ☐ DEMOTION ☐ CHANGE IN HOURS ☐ CHANGE IN PAY ☐
WRITTEN WARNING ☐ THREATS ☐ TRANSFER ☐ FORCED TO RESIGN ☐
OTHER (EXPLAIN) ☐: _____
DATE OF ACTION: _____
NAME OF PERSON(S) CARRYING OUT ACTION: _____
TITLE OF PERSON(S) CARRYING OUT ACTION: _____
REASON GIVEN FOR ACTION: _____

10. YES ☐ NO ☐ WERE YOU PROVIDED ANY WRITTEN NOTICE OF THE ACTION(S) OR CHANGE(S)?
If so, please provide a copy of the notice along with your claim form.

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

I swear and certify that the information I have provided to the Department of Labor and Industry is true and accurate, and I hereby authorize the Virginia Department of Labor and Industry to release any and all information contained in my complaint file, to investigate my charges and to take any action it deems necessary to enforce the provisions of Section 40.1-28.7:9, Code of Virginia. I further authorize a photocopy of this complaint form, together with my supporting documents, to be released to the business I have named in this complaint. I understand that if I knowingly make a false statement on this complaint form, or if I knowingly make a false statement to any state member of the Department of Labor and Industry, I could be subject to a fine of up to \$10,000 or imprisonment for up to 6 months or both.

Statement of Claim for Wage Sharing Retaliation