



## **SUPPORT!**

**SB 1103:** Sen. Howell (D-Reston)  
**Referred to Commerce & Labor**

### **Removing “Piece Work” Exemptions from Minimum Wage Act**

**LIS Bill Description: Payment of wages.** Removes the exemption from the Virginia Minimum Wage Act of any person who normally works and is paid on the basis of the amount of work done.

**Background:** When a worker is paid by the amount of work done, such as by the garment sewn or the textile manufactured, the work is called “piece work,” so workers are paid “by the piece” or by the amount of work done. This bill reforms the Virginia Minimum Wage Act, the law that covers workers not already covered by the federal minimum wage law. There is no reason for workers in these professions to be paid below the minimum wage. It is time to end these injustices.

**Federal law requires piece workers to be paid minimum wage:** The federal minimum wage law allows workers to be paid by the piece, but they still must be paid minimum wage. Virginia should align its minimum wage with the federal law.

**Forty-eight other states require piece workers to be paid minimum wage.** Only Virginia and New Mexico exempt piece workers from minimum wage. Virginia should allow workers to be paid by the piece and require that they are at least paid the minimum wage.

**Employers have other ways to address slow workers.** If a worker is too slow, the employer can fire the worker. Or, the employer can create incentives to encourage productivity. But paying workers below the minimum wage should not be allowed.

*The Virginia Interfaith Center for Public Policy advocates economic, social, and environmental justice in Virginia’s policies and practices through education, prayer, and action. VICPP is a non-partisan coalition of more than 700 faith communities working for a more just society.*

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