

2026 WEST VIRGINIA LABOR LAWS



Journey
Payroll & HR

WEST VIRGINIA DIVISION OF LABOR

1900 Kanawha Boulevard East - State Capitol Complex – Building 3, Room 200 - Charleston, WV 25305
Telephone: (304)558-7890 labor.wv.gov Fax: (304)558-3797



MINIMUM WAGE REQUIREMENTS

An employer employing 6 or more employees in any one separate, distinct and permanent location during any calendar week, including the State of West Virginia, and its agencies and departments, must comply with the state minimum wage law, \$21 5C

Required Minimum Wage Rate

- Beginning January 1, 2016, employers must pay employees at least \$8.75 per hour.

Required Minimum Training Wage Rate

- An employer may pay an employee under the age of 20 years, first hired on or after January 1, 2015, a training wage of at least \$6.40 per hour for the first 90 days of employment.
- Beginning with the 91st day of employment, an employer must pay the employee the required minimum wage rate.

Permissible Minimum Wage Credit for Tipped Employees

- Beginning January 1, 2016, employers may take up to a 70% credit, or \$6.13 per hour, against the required minimum wage rate for employees who customarily receive tips, resulting in a reduced hourly wage rate of at least \$2.62 per hour.
- To qualify for the credit, employers must ensure that the employees' tips and the reduced hourly wage rate equal at least the required minimum wage rate and must keep accurate records.

This poster must be in a conspicuous place accesible to all employees.

This poster does not provide any legal advice and is distributed independently by each Journey Location. Poster up to date as of March 1, 2026



Minimum Wage:
\$8.75
Minimum Tip Wage:
\$2.62

NOTICE

THE WEST VIRGINIA HUMAN RIGHTS ACT

Prohibits Discrimination in Employment and Places of Public Accommodations Based On:
Race, Religion, Color, National Origin, Ancestry, Sex, Age (40 or above), Blindness, or Disability

THE WEST VIRGINIA FAIR HOUSING ACT

Prohibits Discrimination in Housing Based On:
Race, Religion, Color, National Origin, Ancestry, Sex, Blindness, Disability, Familial Status

THE WEST VIRGINIA PREGNANT WORKERS' FAIRNESS ACT

Prohibits Discrimination in Employment Based On:
Pregnancy, Childbirth or Related Medical Conditions

For Further Information or to File a Complaint, Visit, Call or Write to the WV Human Rights Commission at:



WV Human Rights Commission
Room 108 A
1321 Plaza East
Charleston, WV 25301 -1400

Phone : 304-558-2616
(Toll Free) 888-676-5546
Fax: 304-558-0085
Website : www.hrc.wv.gov

Revised 06/14/2016

WEST VIRGINIA WORKERS COMPENSATION NOTICE

Employees of this business are covered by the West Virginia Workers' Compensation Act. Conspicuous posting of the Notice is required by law.

Employer Name: _____

Address: _____

Workers Compensation Carrier: _____

Policy Number: _____

Effective Dates of Coverage: _____ through _____

Address: _____

Telephone: _____

Contact Person: _____

WorkForce West Virginia Notice To Employees — Unemployment Benefits

What is Unemployment?
Unemployment Insurance (UI) benefits provide financial assistance to those who have lost their job or experienced a reduction in full-time work. These benefits help cover living expenses while you look for new employment. You can apply for benefits the day after your employment ends or your hours are significantly reduced. The claim will be effective starting the Sunday of the week it is filed.

Your UI benefits are taxable by both the federal and state government. You may choose to have federal taxes withheld at 10% and state taxes withheld at 3% from your weekly benefit payment. If you choose not to have taxes withheld, you will be responsible for the full taxable amount at the end of the year.

Total Unemployment
You are considered totally unemployed during any week when you are fully separated from your job and not performing any work for which you are paid or receive compensation.

Partial Unemployment
You are considered partially unemployed if you were working full-time but had your hours reduced due to business slowdowns, equipment breakdowns, or similar reasons. You may be eligible for partial unemployment benefits if your earnings for the week are less than your weekly unemployment benefit amount plus \$60.

If your employer participates in the Short-Time Compensation (STC) program, you may be eligible to receive a prorated amount of unemployment benefits based on the reduction in your hours. To qualify for STC, your employer must have an approved plan with WorkForce West Virginia and reduce your hours between 10 and 60 percent of your regular workweek.

If your employer does not participate in the STC program, they should provide you with a Loss Earnings Report (LER) for the week, showing your gross wages. You must complete the claims portion of the LER and file it with your local office as instructed on the form.

Eligibility Requirements
To be monetarily eligible to receive unemployment benefits, you must have earned at least \$2,200 in gross wages during two or more calendar quarters of your regular base period, (the first four of the last five completed calendar quarters) or the alternate base period, (the last four completed calendar quarters immediately before the first day of your benefit year).

To qualify for unemployment benefits, you must:

- File a claim for benefits online at ui.workforcewv.org or at the nearest local office.
- Register for work with Job Service and continue reporting as directed.

- Be able to work and available for full-time work that matches your training or experience.
- Actively seek full-time work by completing at least four (4) work search activities each week, documenting them, and providing them to the Agency upon request.
- Complete a one-week unpaid waiting period during your benefit year.
- Earn less than your weekly benefit amount plus \$60 during each week you claim benefits.
- Re-qualify for benefits after a previous benefit year if you have earned at least eight times your previous weekly benefit amount in covered employment after the start of your previous claim.
- Participate in profiling and nemployment services when selected.

How Do I Apply for Benefits?

The quickest way to apply is online at ui.workforcewv.org. If you're unable to apply online, you can visit the nearest local office. There, you'll have access to computers and staff to help you file your claim. Visiting a local office isn't possible, call 1-800-252-JOBS (6627) for assistance. You will be guided through the process and given further instructions.

To file for benefits, you will need information such as:

- Social Security number
- Government-issued photo ID
- Mailing address and phone number
- Valid email address
- If not a U.S. citizen: Proof of alien status
- Employer names, addresses, and phone numbers
- First and last dates worked for each employer
- Reason for leaving or for reduction in hours
- If filing during your last week of work: Your gross earnings for that week.

Weekly Certifications

Once your initial claim is filed, you must submit a weekly certification for every week you wish to receive benefits. Weekly certifications can be filed in the same manner as your initial claim—online or in person.

Disqualifications

- You may be disqualified from receiving unemployment benefits if:
- You quit your job without good cause, and it was not due to fault on the part of your employer.
 - You are fired for misconduct.
 - You fail to apply for available suitable work, accept suitable work when offered, or return to your customary self-employment when directed.

When offered, or return to your customary self-employment when directed.

- You are unemployed due to a labor dispute.
- Your unemployment benefits, your benefits will be reduced by the amount of the unemployment, pension, or retirement pay.
- Within the past 24 months, you knowingly made a false statement or failed to disclose a material fact to obtain, attempt to obtain, or increase benefits. This can result in a misdemeanor charge, severe penalties, and disqualification for the week in question and for 52 weeks thereafter.

The full consequences and length of a disqualification are not explained here.

Local Office

The following local office locations are open Monday through Friday:

Beckley	Huntington
Charleston	Logan
Clarksburg	Martinsburg
Elkins	Mercer County
Fairmont	Morgantown
Greentree Valley	Parkersburg
	Wheeling

Unemployment Compensation Benefit Rate Table

Wage Class	Wages in Base Period	Weekly Benefit Rate	Maximum Benefit Rate	Wage Class	Wages in Base Period	Weekly Benefit Rate	Maximum Benefit Rate	Wage Class	Wages in Base Period	Weekly Benefit Rate	Maximum Benefit Rate	Wage Class	Wages in Base Period	Weekly Benefit Rate	Maximum Benefit Rate
Under \$ 2,200															
1	\$2,200.00 - 2,349.99	\$24.00	\$504.00	102	\$17,550.00 - 17,699.99	\$184.00	\$4,784.00	203	\$32,550.00 - 32,699.99	\$344.00	\$8,944.00	364	\$47,650.00 - 47,799.99	\$504.00	\$13,164.00
2	\$2,350.00 - 2,499.99	\$25.00	\$550.00	103	\$17,700.00 - 17,849.99	\$185.00	\$4,814.00	204	\$32,650.00 - 32,799.99	\$345.00	\$8,969.00	365	\$47,800.00 - 47,949.99	\$505.00	\$13,156.00
3	\$2,500.00 - 2,649.99	\$27.00	\$702.00	104	\$17,850.00 - 17,999.99	\$187.00	\$4,862.00	205	\$32,800.00 - 32,949.99	\$347.00	\$8,922.00	366	\$47,950.00 - 48,099.99	\$507.00	\$13,162.00
4	\$2,650.00 - 2,799.99	\$28.00	\$728.00	105	\$17,900.00 - 18,049.99	\$188.00	\$4,894.00	206	\$32,900.00 - 33,049.99	\$348.00	\$8,974.00	367	\$48,100.00 - 48,249.99	\$508.00	\$13,234.00
5	\$2,800.00 - 2,949.99	\$30.00	\$780.00	106	\$18,050.00 - 18,199.99	\$190.00	\$4,940.00	207	\$33,000.00 - 33,149.99	\$350.00	\$8,980.00	368	\$48,200.00 - 48,349.99	\$510.00	\$13,234.00
6	\$2,950.00 - 3,099.99	\$32.00	\$864.00	107	\$18,200.00 - 18,349.99	\$192.00	\$4,992.00	208	\$33,100.00 - 33,249.99	\$352.00	\$8,952.00	369	\$48,300.00 - 48,449.99	\$512.00	\$13,312.00
7	\$3,100.00 - 3,249.99	\$33.00	\$891.00	108	\$18,250.00 - 18,399.99	\$193.00	\$4,998.00	209	\$33,400.00 - 33,549.99	\$354.00	\$8,924.00	370	\$48,400.00 - 48,549.99	\$514.00	\$13,364.00
8	\$3,250.00 - 3,399.99	\$35.00	\$918.00	109	\$18,400.00 - 18,499.99	\$195.00	\$5,070.00	210	\$33,500.00 - 33,699.99	\$355.00	\$9,230.00	371	\$48,700.00 - 48,849.99	\$515.00	\$13,390.00
9	\$3,400.00 - 3,549.99	\$36.00	\$936.00	110	\$18,450.00 - 18,699.99	\$196.00	\$5,096.00	211	\$33,700.00 - 33,899.99	\$357.00	\$9,202.00	372	\$48,800.00 - 48,949.99	\$516.00	\$13,442.00
10	\$3,550.00 - 3,699.99	\$38.00	\$984.00	111	\$18,700.00 - 18,849.99	\$198.00	\$5,148.00	212	\$33,800.00 - 33,999.99	\$358.00	\$9,300.00	373	\$48,900.00 - 49,149.99	\$518.00	\$13,454.00
11	\$3,700.00 - 3,849.99	\$39.00	\$1,014.00	112	\$18,850.00 - 18,999.99	\$200.00	\$5,200.00	213	\$34,000.00 - 34,149.99	\$360.00	\$9,360.00	374	\$49,150.00 - 49,299.99	\$520.00	\$13,520.00
12	\$3,850.00 - 3,999.99	\$41.00	\$1,066.00	113	\$19,000.00 - 19,149.99	\$201.00	\$5,226.00	214	\$34,150.00 - 34,299.99	\$361.00	\$9,386.00	375	\$49,300.00 - 49,449.99	\$522.00	\$13,572.00
13	\$4,000.00 - 4,149.99	\$42.00	\$1,118.00	114	\$19,150.00 - 19,299.99	\$203.00	\$5,278.00	215	\$34,300.00 - 34,449.99	\$363.00	\$9,438.00	376	\$49,400.00 - 49,549.99	\$523.00	\$13,580.00
14	\$4,150.00 - 4,299.99	\$44.00	\$1,164.00	115	\$19,300.00 - 19,449.99	\$204.00	\$5,344.00	216	\$34,400.00 - 34,549.99	\$364.00	\$9,490.00	377	\$49,500.00 - 49,649.99	\$524.00	\$13,580.00
15	\$4,300.00 - 4,449.99	\$46.00	\$1,196.00	116	\$19,450.00 - 19,599.99	\$206.00	\$5,356.00	217	\$34,600.00 - 34,749.99	\$366.00	\$9,516.00	378	\$49,750.00 - 49,899.99	\$526.00	\$13,676.00
16	\$4,450.00 - 4,599.99	\$47.00	\$1,222.00	117	\$19,600.00 - 19,749.99	\$208.00	\$5,408.00	218	\$34,750.00 - 34,899.99	\$368.00	\$9,568.00	379	\$49,900.00 - 50,049.99	\$528.00	\$13,728.00
17	\$4,600.00 - 4,749.99	\$49.00	\$1,274.00	118	\$19,750.00 - 19,899.99	\$209.00	\$5,434.00	219	\$34,900.00 - 35,049.99	\$369.00	\$9,594.00	380	\$50,100.00 - 50,249.99	\$530.00	\$13,780.00
18	\$4,750.00 - 4,899.99	\$50.00	\$1,300.00	119	\$19,900.00 - 20,049.99	\$211.00	\$5,486.00	220	\$35,050.00 - 35,199.99	\$371.00	\$9,646.00	381	\$50,200.00 - 50,349.99	\$531.00	\$13,780.00
19	\$4,900.00 - 5,049.99	\$52.00	\$1,352.00	120	\$20,050.00 - 20,199.99	\$212.00	\$5,512.00	221	\$35,200.00 - 35,349.99	\$373.00	\$9,698.00	382	\$50,350.00 - 50,499.99	\$533.00	\$13,858.00
20	\$5,050.00 - 5,199.99	\$54.00	\$1,404.00	121	\$20,200.00 - 20,349.99	\$214.00	\$5,564.00	222	\$35,350.00 - 35,499.99	\$374.00	\$9,724.00	383	\$50,500.00 - 50,649.99	\$534.00	\$13,884.00
21	\$5,200.00 - 5,349.99	\$55.00	\$1,430.00	122	\$20,350.00 - 20,499.99	\$216.00	\$5,616.00	223	\$35,500.00 - 35,649.99	\$375.00	\$9,776.00	384	\$50,650.00 - 50,799.99	\$536.00	\$13,936.00
22	\$5,350.00 - 5,499.99	\$57.00	\$1,482.00	123	\$20,500.00 - 20,649.99	\$217.00	\$5,642.00	224	\$35,650.00 - 35,799.99	\$377.00	\$9,828.00	385	\$50,800.00 - 50,949.99	\$538.00	\$13,988.00
23	\$5,500.00 - 5,649.99	\$58.00	\$1,508.00	124	\$20,650.00 - 20,799.99	\$218.00	\$5,668.00	225	\$35,800.00 - 35,949.99	\$378.00	\$9,854.00	386	\$50,950.00 - 51,099.99	\$539.00	\$14,014.00
24	\$5,650.00 - 5,799.99	\$60.00	\$1,560.00	125	\$20,800.00 - 20,949.99	\$220.00	\$5,720.00	226	\$35,950.00 - 36,099.99	\$381.00	\$9,906.00	387	\$51,100.00 - 51,249.99	\$541.00	\$14,066.00
25	\$5,800.00 - 5,949.99	\$62.00	\$1,612.00	126	\$21,000.00 - 21,099.99	\$222.00	\$5,772.00	227	\$36,100.00 - 36,249.99	\$382.00	\$9,932.00	388	\$51,250.00 - 51,399.99	\$542.00	\$14,062.00
26	\$5,950.00 - 6,099.99	\$63.00	\$1,638.00	127	\$21,150.00 - 21,249.99	\$223.00	\$5,798.00	228	\$36,250.00 - 36,399.99	\$383.00	\$9,958.00	389	\$51,400.00 - 51,549.99	\$543.00	\$14,142.00
27	\$6,100.00 - 6,249.99	\$65.00	\$1,690.00	128	\$21,250.00 - 21,349.99	\$225.00	\$5,850.00	229	\$36,400.00 - 36,549.99	\$385.00	\$10,010.00	390	\$51,550.00 - 51,699.99	\$546.00	\$14,196.00
28	\$6,250.00 - 6,399.99	\$66.00	\$1,716.00	129	\$21,400.00 - 21,499.99	\$227.00	\$5,902.00	230	\$36,550.00 - 36,699.99	\$387.00	\$10,062.00	391	\$51,700.00 - 51,849.99	\$547.00	\$14,222.00
29	\$6,400.00 - 6,549.99	\$68.00	\$1,768.00	130	\$21,550.00 - 21,699.99	\$228.00	\$5,928.00	231	\$36,700.00 - 36,849.99	\$388.00	\$10,088.00	392	\$51,850.00 - 51,999.99	\$548.00	\$14,274.00
30	\$6,550.00 - 6,699.99	\$70.00	\$1,820.00	131	\$21,700.00 - 21,849.99	\$229.00	\$5,954.00	232	\$36,850.00 - 36,999.99	\$390.00	\$10,140.00	393	\$52,000.00 - 52,149.99	\$550.00	\$14,326.00
31	\$6,700.00 - 6,849.99	\$71.00	\$1,846.00	132	\$21,850.00 - 21,999.99	\$231.00	\$5,976.00	233	\$37,000.00 - 37,149.99	\$392.00	\$10,192.00	394	\$52,150.00 - 52,299.99	\$552.00	\$14,382.00
32	\$6,850.00 - 6,999.99	\$73.00	\$1,898.00	133	\$22,000.00 - 22,149.99	\$233.00	\$6,058.00	234	\$37,150.00 - 37,299.99	\$393.00	\$10,218.00	395	\$52,300.00 - 52,449.99	\$553.00	\$14,378.00
33	\$7,000.00 - 7,149.99	\$74.00	\$1,924.00	134	\$22,150.00 - 22,249.99	\$234.00	\$6,084.00	235	\$37,300.00 - 37,449.99	\$395.00	\$10,270.00	396	\$52,450.00 - 52,599.99	\$555.00	\$14,430.00
34	\$7,150.00 - 7,299.99	\$76.00	\$1,976.00	135	\$22,300.00 - 22,449.99	\$236.00	\$6,136.00	236	\$37,450.00 - 37,599.99	\$396.00	\$10,296.00	397	\$52,600.00 - 52,749.99	\$556.00	\$14,482.00
35	\$7,300.00 - 7,449.99	\$77.00	\$2,002.00	136	\$22,450.00 - 22,599.99	\$237.00	\$6,162.00	237	\$37,600.00 - 37,749.99	\$397.00	\$10,322.00	398	\$52,750.00 - 52,899.99	\$557.00	\$14,534.00
36	\$7,450.00 - 7,599.99	\$78.00	\$2,028.00	137	\$22,600.00 - 22,749.99	\$238.00	\$6,188.00	238	\$37,750.00 - 37,899.99	\$398.00	\$10,348.00	399	\$52,900.00 - 53,049.99	\$558.00	\$14,586.00
37	\$7,600.00 - 7,749.99	\$79.00	\$2,054.00	138	\$22,750.00 - 22,899.99	\$239.00	\$6,214.00	239	\$37,900.00 - 38,049.99	\$399.00	\$10,374.00	400	\$53,050.00 - 53,199.99	\$559.00	\$14,638.00
38	\$7,750.00 - 7,899.99	\$80.00	\$2,080.00	139	\$22,900.00 - 23,049.99	\$240.00	\$6,240.00	240	\$38,050.00 - 38,199.99	\$400.00	\$10,400.00	401	\$53,200.00 - 53,349.99	\$560.00	\$14,690.00
39	\$7,900.00 - 8,049.99	\$81.00	\$2,106.00	140	\$23,050.00 - 23,199.99	\$241.00	\$6,266.00	241	\$38,200.00 - 38,349.99	\$401.00	\$10,426.00	402	\$53,350.00 - 53,499.99	\$561.00	\$14,742.00
40	\$8,050.00 - 8,199.99	\$82.00	\$2,132.00	141	\$23,200.00 - 23,349.99	\$242.00	\$6,292.00	242	\$38,350.00 - 38,499.99	\$402.00	\$10,452.00	403	\$53,500.00 - 53,649.99	\$562.00	\$14,794.00
41	\$8,200.00 - 8,349.99	\$83.00	\$2,158.00	142	\$23,350.00 - 23,499.99	\$243.00	\$6,318.00	243	\$38,500.00 - 38,649.99	\$403.00	\$10,478.00	404	\$53,650.00 - 53,799.99	\$563.00	\$14,846.00
42	\$8,350.00 - 8,499.99	\$84.00	\$2,184.00	143	\$23,500.00 - 23,649.99	\$244.00	\$6,344.00	244	\$38,650.00 - 38,799.99	\$404.00	\$10,504.00	405	\$53,800.00 - 53,949.99	\$564.00	\$14,898.00
43	\$8,500.00 - 8,649.99	\$85.00	\$2,210.00	144	\$23,650.00 - 23,799.99	\$245.00	\$6,370.00	245	\$38,800.00 - 38,949.99	\$405.00	\$10,530.00	406	\$53,950.00 - 54,099.99	\$565.00	\$14,950.00
44	\$8,650.00 - 8,799.99	\$86.00	\$2,236.00	145	\$23,800.00 - 23,949.99	\$246.00	\$6,396.00	246	\$38,950.00 - 39,099.99	\$406.00	\$10,556.00	407	\$54,100.00 - 54,249.99	\$566.00	\$15,002.00
45	\$8,800.00 - 8,949.99	\$87.00	\$2,262.00	146	\$23,950.00 - 24,099.99	\$247.00	\$6,422.00	247	\$39,100.00 - 39,249.99	\$407.00	\$10,582.00	408	\$54,250.00 - 54,399.99	\$567.00	\$15,054.00
46	\$8,950.00 - 9,099.99	\$88.00	\$2,288.00	147	\$24,100.00 - 24,249.99	\$248.00	\$6,448.00	248	\$39,250.00 - 39,399.99	\$408.00	\$10,608.00	409	\$54,400.00 - 54,549.99	\$568.00	\$15,106.00
47	\$9,100.00 - 9,249.99	\$89.00	\$2,314.00	148	\$24,250.00 - 24,399.99	\$249.00	\$6,474.00	249	\$39,400.00 - 39,549.99	\$409.00	\$10,634.00	410	\$54,550.00 - 54,699.99	\$569.00	\$15,158.00
48	\$9,250.00 - 9,399.99	\$90.00	\$2,340.00	149	\$24,400.00 - 24,549.99	\$250.00	\$6,500.00	250	\$39,550.00 - 39,699.99	\$410.00	\$10,660.00	411	\$54,700.00 - 54,849.99	\$570.00	\$15,210.00
49	\$9,400.00 - 9,549.99	\$91.00	\$2,366.00	150	\$24,550.00 - 24,699.99	\$251.00	\$6,526.00	251	\$39,700.00 - 39,849.99	\$411.00	\$10,686.00	412	\$54,850.00 - 54,999.99	\$571.00	\$15,262.00
50	\$9,550.00 - 9,699.99	\$92.00	\$2,392.00	151	\$24,700.00 - 24,849.99	\$252.00	\$6,552.00	252	\$39,850.00 - 39,999.99	\$412.00	\$10,712.00	413	\$55,000.00 - 55,149.99	\$572.00	\$15,314.00
51	\$9,700.00 - 9,849.99	\$93.00	\$2,418.00	152	\$24,850.00 - 24,999.99	\$253.00	\$6,578.00	253	\$40,000.00 - 40,149.99	\$413.00	\$10,738.00	414	\$55,150.00 - 55,299.99	\$573.00	\$15,366.00
52	\$9,850.00 - 9,999.99	\$94.00	\$2,444.00	153	\$25,000.00 - 25,099.99	\$254.00	\$6,604.00	254	\$40,150.00 - 40,249.99	\$414.00	\$10,764.00	415	\$55,300.00 - 55,399.99	\$574.00	\$15,418.00
53	\$10,000.00 - 10,149.99	\$95.00	\$2,470.00	154	\$25,150.00 - 25,249.99	\$255.00	\$6,630.00	255	\$40,300.00 - 40,399.99	\$415.00	\$10,790.00	416	\$55,450.00 - 55,549.99	\$575.00	\$15,470.00
54	\$10,150.00 - 10,299.99	\$96.00	\$2,496.00	155	\$25,300.00 - 25,399										