

## VIRGINIA ACTS OF ASSEMBLY — CHAPTER

*An Act to amend and reenact § 20-79.3 of the Code of Virginia, relating to support order; income withholding order; employer fees.*

[H 808]

Approved

**Be it enacted by the General Assembly of Virginia:**

**1. That § 20-79.3 of the Code of Virginia is amended and reenacted as follows:**

**§ 20-79.3. Information required in income deduction order.**

A. For the purposes of this section, the terms "employee," "employer," "income," and "independent contractor" shall have the same meanings ascribed to them in § 63.2-1900.

B. Orders for withholding from the income of an employee or independent contractor shall state and include the following:

1. The name and correct social security number of the obligor and the name and correct address of the payee;

2. That the employer shall withhold and pay out of the disposable income as defined in § 63.2-100, a single monetary amount or the maximum amount permitted under § 34-29, whichever is less, for each regular pay period of the obligor and such payment may be by check. If the employee is an independent contractor, then the order shall state that the employer shall withhold and pay out of the obligor's income a single monetary amount or the maximum amount permitted under § 34-29, whichever is less, for each instance of compensation of the obligor, once the aggregate amount of remuneration reaches \$600 or more in a calendar year, and such payment may be by check;

3. That the income deduction shall begin with the next regular pay period of the obligor following service of the order on the employer, and payment shall be made at regular intervals consistent with the pay periods of the obligor, or, if the obligor is an independent contractor, the order shall begin with the next instance of compensation of the obligor, and payment shall be made at each instance of compensation of the obligor;

4. A statement of the maximum percentage under § 34-29 that may be withheld from the obligor's disposable income;

5. That, to the extent required by the provisions for health care coverage contained in the order, the employer shall (i) enroll the employee, the employee's spouse or former spouse, and the employee's dependent children listed in the order as covered persons in a group health insurance plan or other similar plan providing health care services or coverage offered by the employer, without regard to enrollment season restrictions, if the subject spouse, former spouse, or children are eligible for such coverage under the employer's enrollment provisions and (ii) deduct any required premiums from the employee's income to pay for the insurance. If more than one plan is offered by the employer, the spouse, former spouse, or children shall be enrolled prospectively in the insurance plan in which the employee is enrolled or, if the employee is not enrolled, in the least costly plan otherwise available. The employer shall also enroll the children of an employee in the appropriate health coverage plan upon application by the children's other parent or legal guardian or upon application by the Department of Medical Assistance Services. In each case that is being enforced by the Department of Social Services, the employer shall respond to such orders by advising the Department in which plan the children are enrolled or if the children are ineligible for any plan through the employer. The order to the employer shall specify either support withholdings or insurance premium deductions as having priority for the duration of the order in the event the maximum total deduction permitted at any time by § 34-29 is insufficient to fully cover both; the employer shall consider and direct insurance premium deductions and support withholdings the same for purposes of § 34-29. The employer shall not be held liable for any medical expenses incurred on behalf of the spouse, former spouse, or dependent children because of the employer's failure to enroll the spouse, former spouse, or dependent children in a health care plan after being directed to do so by a court or the Department. The employer shall not be obligated to subsequently make or change such enrollment if the group health insurance plan or other factors change after the spouse's, former spouse's, or child's eligibility or ineligibility for coverage is initially determined in response to the order for withholding. However, the employer shall not disenroll such children unless the employer (i) is provided satisfactory written evidence that such court or administrative order is no longer in effect, (ii) is provided satisfactory written evidence that the children are or will be enrolled in a comparable health coverage plan that will take effect not later than the effective date of such disenrollment, or (iii) has eliminated family health coverage for all of its

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57 employees. A one-time fee of no more than \$5 may be charged by the employer to the employee for the  
58 administration of this requirement;

59 6. That a fee of *up to a maximum of* \$5 for each reply or remittance on account of the obligor may  
60 be charged by the employer and withheld from the obligor's income in addition to the support amount to  
61 be withheld; however, child support withholding amounts collected from unemployment insurance  
62 benefits shall not be subject to this fee;

63 7. That the order is binding upon the employer and obligor and withholding is to continue until  
64 further notice by order of the court or the Department is served, or the obligor is no longer employed,  
65 whichever occurs first;

66 8. That the order shall have priority over any other types of liens created by state law against such  
67 income, except that if there is more than one court or administrative order for withholding for support  
68 against an obligor, the employer shall prorate among the orders based upon the current amounts due  
69 pursuant to more than one judicial or administrative order or a combination thereof, with any remaining  
70 amounts prorated among the accrued arrearages, if any, to the extent that the amounts withheld, when  
71 combined, do not exceed the maximum limits imposed under § 34-29 as specified in the order being  
72 honored;

73 9. That the obligor's rights are protected pursuant to § 63.2-1944 and that no employer shall  
74 discharge any employee, take disciplinary action against an employee, or terminate a contract with or  
75 refuse to employ a person by reason of the fact that his income has been made subject to a deduction  
76 pursuant to Chapter 19 (§ 63.2-1900 et seq.) of Title 63.2 or § 20-79.1 or 20-79.2 and an employer who  
77 discharges or takes disciplinary action against an employee or terminates a contract with or refuses to  
78 employ any person because of an order for withholding under these sections shall be liable for a civil  
79 fine of not more than \$1,000;

80 10. The address to which the withholding is to be sent at the Department of Social Services and the  
81 case number, if available;

82 11. That the employer shall be liable for payments that he fails to withhold or mail as specified in  
83 the order;

84 12. That employers shall remit payments on each regular pay date of the obligor, or instance of  
85 compensation if the obligor is an independent contractor, or, if electronic funds transfer is used, within  
86 four days of the pay date, directly to the Division of Child Support Enforcement for disbursement. All  
87 employers with at least 100 employees and all payroll processing firms with at least 50 clients shall  
88 remit payments by electronic funds transfer;

89 13. That the employer shall be deemed to have complied with the order by (i) mailing on each  
90 regular pay date of the obligor, or instance of compensation if the obligor is an independent contractor,  
91 to the Department, by first-class mail, any amount required to be deducted or (ii) submitting such  
92 amounts by electronic funds transfer transmitted within four days of the obligor's regular pay date or  
93 instance of compensation;

94 14. That the employer and obligor shall notify the Department promptly when the obligor terminates  
95 employment and shall provide the last known address of the obligor and name and address of the new  
96 employer, if known;

97 15. That amounts withheld from multiple employees identified as such by (i) amount, (ii) name, (iii)  
98 social security number, (iv) case number if provided in the order, and (v) date payment was withheld  
99 from obligor's income may be combined into a single payment when payable to the same payee;

100 16. No order or directive shall require employers of 10,000 or more employees to make payments  
101 other than by combined single payment to the Department's central office in Richmond, without the  
102 employer's express written consent, unless the order is from a support enforcement agency outside the  
103 Commonwealth;

104 17. Payment pursuant to an order issued under this section shall serve as full acquittance of the  
105 employer under any contract of employment;

106 18. Notice that any employer who fails to timely withhold payments pursuant to this section shall be  
107 liable for any amount not timely withheld;

108 19. That the employer shall provide to the employee or independent contractor a copy of the  
109 withholding order and the notice to the employee sent by the court.

110 C. If the employer receives an order that (i) does not contain the obligor's correct social security  
111 number, (ii) does not specify a single monetary amount to be withheld per regular pay period interval of  
112 the obligor, unless the obligor is an independent contractor or the order is for lump sum withholding,  
113 (iii) does not state the maximum percentage that may be withheld pursuant to § 34-29, (iv) contains  
114 information that is in conflict with the employer's current payroll records, or (v) orders payment to an  
115 entity other than to the Department of Social Services or the Department's designee, the employer may  
116 deposit in the mail or otherwise file a reply to that effect within five business days from service of such  
117 order. The order shall be void from transmission or filing of such reply unless the court or the

118 Department, as applicable, finds that the reply is materially false. In addition, an employer of 10,000 or  
119 more persons may also file a reply, with like effect, if payment is ordered other than by combined  
120 single payment in the case of withholdings from multiple employees to the Department's central office  
121 in Richmond, without the employer's express written consent, unless the order is from a support  
122 enforcement agency outside the Commonwealth.

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