



***To Employers
of Jury Members
who are serving the
Chesapeake Circuit Court***

*This brochure is published and distributed
by the Chesapeake Circuit Court-Jury Office,
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Jury System and Employers...

The right to a trial by jury is a fundamental right guaranteed to every citizen in almost every type of case. Our system of justice depends on citizens serving as jurors, and the law requires employers to excuse employees from their regular workday without penalty for jury duty. Jurors are selected randomly and are limited in their length of service.

Please help to insure justice is served in the City of Chesapeake by supporting your employees throughout their service as jurors.

Dealing with Your “On Call” Employees

All employees who are “on call,” are still required to come to court when served with a jury summons. Please encourage these employees to participate in the system by allowing flexibility in their job schedules.

Returning to Work and Serving Partial Days

Your employee may be required to check-in with the Court from day to day to see if he/she will be required to report for jury duty. He/she may be required to serve anywhere from a part of a day, a full day, or several days depending upon the case or whether your employee is chosen to serve on a particular jury. You should make arrangements with your employee concerning returning to work if he/she is released from service before the end of a day.



Juror Compensation

Your employee will be paid a juror fee of \$30 per day for each required service day. This fee is a per diem to cover expenses of travel incident to jury service and other necessary and reasonable costs as the court may direct.

How do I pay my Employee?

Payment is determined by the employee’s employment contract. The statute that follows however, contains some restrictions on how an employer must deal with the employee.

Virginia Statute 18.2-465.1 states:

“Any person who is summoned to serve on jury duty or any person, except a defendant in a criminal case, who is summoned or subpoenaed to appear in any court of law or equity when a case is to be heard or who, having appeared, is required in writing by the court to appear at any future hearing, shall neither be discharged from employment, nor have any adverse personnel action taken against him, nor shall he be required to use sick leave or vacation time, as a result of his absence from employment due to such jury duty or court appearance, upon giving reasonable notice to his employer of such court appearance or summons. No person who is summoned and appears for jury duty for four or more hours, including travel time, in one day shall be required to start any work shift that begins on or after 5 p.m. on the day of his appearance for jury duty or begins before 3 a.m. on the

day following the day of his appearance for jury duty. Any employer violating the provisions of this section is guilty of a Class 3 misdemeanor.”

Jury Service

The determination of truth and the fair and equitable application of the laws are important. The administration of justice is not a process in which shortcuts should be taken simply to speed up the procedure.

By supporting employees who serve on juries, you have the privilege of assisting the administration of justice. In addition, your employees will probably find that participation as an officer of the court is an interesting and educational experience.

