

NOTICE TO EMPLOYERS

Information on Unemployment Compensation in the District of Columbia

Your employer is subject to the District of Columbia Unemployment Compensation Act and is responsible for providing coverage for employees who are covered by the Act. If you are an employer, you should be aware of the following information:

- You are required to pay unemployment taxes on behalf of your employees who are covered by the Act.
- You are required to file quarterly reports with the Department of Employment Services.
- You are required to provide information to the Department of Employment Services regarding any changes in your workforce.

American Job Center - Headquarters
4050 Minnesota Avenue, NE
Washington, DC 20019
(202) 747-2321

American Job Center - Northeast
3270 Manassas Park, NE
Washington, DC 20002
(202) 747-2322

American Job Center - Northwest
3700 Manassas Park, NE
Washington, DC 20002
(202) 747-2323

American Job Centers Hours of Operation:
Monday - Thursday 9:00 a.m. - 4:30 p.m.
Friday 9:30 a.m. - 4:30 p.m.

INFORMATION ON PAID FAMILY LEAVE IN THE DISTRICT OF COLUMBIA

Your employer is subject to the District of Columbia Paid Family Leave Law, which provides eligible employees with up to 12 weeks of paid family leave for certain family members.

Covered Workers: Employees who are covered by the Act and who are employed by a covered employer.

Eligible Family Members: Spouse, child, parent, or other family member who is a dependent of the employee.

Maximum Leave Entitlement: Up to 12 weeks of paid family leave per year.

Payment: Paid family leave is paid at a rate of 50% of the employee's regular rate of pay.

Application: Employees must provide notice to their employer at least 30 days before the start of their leave.

Parental Leave Act Workplace Poster

Updated May 17, 2024

Know Your Rights in the District of Columbia

Work Leave for Parenting Purpose: Employees are entitled to up to 12 weeks of paid parental leave for the birth or adoption of a child.

Eligibility: Employees who have worked for a covered employer for at least one year and have worked at least 1,000 hours in the 12 months preceding the leave.

Payment: Paid parental leave is paid at a rate of 50% of the employee's regular rate of pay.

Application: Employees must provide notice to their employer at least 30 days before the start of their leave.

EMPLOYEE RIGHTS IN THE DISTRICT OF COLUMBIA

Do you know your rights as an employee working in Washington, DC?

- You have the right to a safe and healthy workplace.
- You have the right to be free from discrimination and harassment.
- You have the right to be free from retaliation.
- You have the right to be free from wage and hour violations.

Effective July 1, 2025, THE MINIMUM WAGE IS \$17.95 PER HOUR.

Office of Human Rights
4050 Minnesota Avenue, NE
Washington, DC 20019
(202) 747-2321

DISTRICT OF COLUMBIA MINIMUM WAGE POSTER

THIS SUMMARY MUST REMAIN IN A VISIBLE LOCATION WHERE EMPLOYEES MAY READ

MINIMUM WAGE RATES

Effective Date	Minimum Wage
July 1, 2022	\$16.10 per hour
July 1, 2023	\$17.00 per hour
July 1, 2024	\$17.50 per hour
July 1, 2025	\$17.95 per hour

EMPLOYERS WHO RECEIVE TIPS

Effective Date	Minimum Wage
July 1, 2022	\$5.55 per hour
July 1, 2023	\$6.00 per hour
July 1, 2024	\$6.00 per hour
July 1, 2025	\$6.00 per hour

MINIMUM WAGE EXCEPTIONS

- Handicapped workers may be paid less than the minimum wage.
- Seasonal, railroad worker, or newspaper carrier may be paid less than the minimum wage.

Protecting Pregnant Workers Fairness Act Workplace Poster

Updated October 30, 2024

Know Your Rights in the District of Columbia

Accommodations for Pregnancy, Childbirth and Childrearing: Employers must provide reasonable accommodations for pregnant workers.

Prohibited Actions: Employers are prohibited from discriminating against pregnant workers.

Application: Employees must provide notice to their employer at least 30 days before the start of their leave.

DC Family Medical Leave Workplace Poster

Updated May 17, 2024

Know Your Rights in the District of Columbia

Work Leave for Family or Medical Care: Employees are entitled to up to 5 weeks of paid family medical leave for the care of a family member.

Eligibility: Employees who have worked for a covered employer for at least one year and have worked at least 1,000 hours in the 12 months preceding the leave.

Payment: Paid family medical leave is paid at a rate of 50% of the employee's regular rate of pay.

Application: Employees must provide notice to their employer at least 30 days before the start of their leave.

DC Child Labor Law

EMPLOYMENT OF MINORS, D.C. CODE, TITLE 3, CHAPTER 5, SECTION 36-501 THROUGH 36-502A, JUNE 15, 1976

NO MINOR SHALL BE EMPLOYED IN ANY MANUFACTURING, MINING, QUARRYING, CONSTRUCTION, OR TRANSPORTATION INDUSTRY.

NO MINOR SHALL BE EMPLOYED IN ANY OCCUPATION THAT IS DANGEROUS, UNHEALTHY, OR UNFITTING TO HIS OR HER PERSONAL DEVELOPMENT.

NO MINOR SHALL BE EMPLOYED IN ANY OCCUPATION THAT REQUIRES THE PERFORMANCE OF ANY PHYSICALLY DEMANDING TASK.

OFFICE OF HUMAN RIGHTS

Office of the Attorney General

Scan here for more information regarding your employment and your rights.

DOES DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES

OFFICIAL NOTICE (Post Where Employees Can Easily Read)

ACCURED SICK AND SAFE LEAVE ACT OF 2008

(This poster includes provisions of the Earned Sick and Safe Leave Amendment Act of 2013, effective February 22, 2014)

REQUIRES EMPLOYERS IN THE DISTRICT OF COLUMBIA TO PROVIDE PAID LEAVE TO EMPLOYEES FOR SICK AND SAFE LEAVE PURPOSES.

EMPLOYERS REQUIRED TO COMPLY WITH THE ACT: Employers with at least five employees in the District of Columbia must provide paid sick and safe leave to their employees.

ACCUMULATED PAID LEAVE: Employees must accrue up to 6 days of paid sick and safe leave per year.

UNIFORMS: Employers must provide uniforms to their employees if the cost of the uniform is more than \$25 per year.

MEALS: Employers must provide a meal break to their employees if the employee works for more than 5 hours.

ON-CALL TIME: Employers must provide compensation for on-call time if the employee is required to be available for work during their off-hours.

NOTICE OF COMPLIANCE

TO EMPLOYERS: You are required to provide workers' compensation coverage for your employees.

TO EMPLOYEES: You are entitled to workers' compensation coverage if you are injured on the job.

Application: Employees must provide notice to their employer at least 30 days after the date of their injury.

THE RIGHT TO BREASTFEED

Under the District of Columbia Human Rights Act of 1977, as amended, it is unlawful to discriminate against an individual on the basis of sex or gender.

Employers are prohibited from discriminating against an individual on the basis of sex or gender in any aspect of employment, including hiring, firing, promotion, and compensation.

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Equal Employment Opportunity (EEO) Workplace Poster

Updated May 17, 2024

Know Your Rights in the District of Columbia

Discrimination is illegal: It is illegal to discriminate against an individual on the basis of race, color, sex, religion, national origin, age, or disability.

Application: Employees must provide notice to their employer at least 30 days after the date of their complaint.

OFFICE OF WORKERS' COMPENSATION

4050 MINNAPOLIS AVENUE, N.E. WASHINGTON, DC 20019
(202) 671-1000 • (202) 671-1929 (TDD)

WORKING IN A CRISIS? PROVIDE NOTICE TO YOUR EMPLOYER IMMEDIATELY.

NOTICE: In a crisis, you should provide notice to your employer immediately to ensure you are eligible for workers' compensation benefits.

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Department of Employment Services LABOR STANDARDS BUREAU

NAME OF BUSINESS/COMPANY: _____

Address: _____

Phone: _____

NAME OF EMPLOYER: _____

Address: _____

Phone: _____

Employee Representative: _____

Employee or Employer (If neither, employee or employer from #1): _____

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FAMILY PROTECTIONS & RESOURCES

It is important that you know about these DC laws if you are pregnant, have a child, and/or are breastfeeding.

DC Family Medical Leave (FMLA): Employees are entitled to up to 5 weeks of paid family medical leave for the care of a family member.

Parental Leave: Employees are entitled to up to 12 weeks of paid parental leave for the birth or adoption of a child.

Application: Employees must provide notice to their employer at least 30 days before the start of their leave.

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