

District of Columbia & Federal Employment Notices



All workers have the right to:
- A safe workplace.
- Provide employees a workplace free from recognized hazards...

- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours...

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers...



Contact OSHA. We can help.
1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

State Minimum Wage
GOVERNMENT OF THE DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

Table showing minimum wage rates for employees who do not receive gratuities and those who do. Rates range from \$15.00 to \$8.00 per hour.

Beginning in 2021, the minimum wage will increase during each successive year pursuant to the Consumer Price Index...

MINIMUM WAGE EXCEPTIONS
The minimum wage provision does not apply in instances where other laws or regulations establish minimum wage rates for the following:

- 1. Handicapped workers may be paid less than minimum wage if authorized by a certificate from the U.S. Department of Labor.
2. Persons employed under provisions of the Workforce Innovation and Opportunity Act...

NOTE: The Car Wash Employee Overtime Amendment Act of 2012, effective May 31, 2012, removed the overtime exception for employees of a car wash...

PERSONS NOT ENTITLED TO OVERTIME PAY UNDER DISTRICT LAW MAY BE ENTITLED UNDER FEDERAL LAW

Family Medical Leave Act
EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that protects eligible employees who take up to 12 workweeks of FMLA in a single 12-month period...

- Eligible employees must have worked for the employer for at least 12 months prior to the start of the leave.
- You must have worked at least 1,250 hours during the 12 months before your leave.
- Your employer must have at least 50 employees within 75 miles of your workplace...

Additional information: U.S. Department of Labor, 1-866-484-9242

USERRA
HEALTH INSURANCE PROTECTION
EMPLOYEE RIGHTS UNDER THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of uniformed services members and their families. It also protects the rights of uniformed services members and their families to receive health insurance coverage...

Additional information: U.S. Department of Labor, 1-866-484-9242

Polygraph Protection
EMPLOYEE RIGHTS UNDER FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract Regulation and Oversight enforces the nondiscrimination and affirmative action provisions of Executive Order 11246...

DC Family Medical Leave Act
DC Family and Medical Leave Act - Workplace Poster

Work Leave for Family or Medical Purpose
The District of Columbia Family and Medical Leave Act (DCFMLA) requires employers with 20 or more employees to provide eligible employees with 16 weeks of family leave and 16 weeks of medical leave...

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Accrued Sick & Safe Leave Act
EMPLOYERS REQUIRED TO COMPLY WITH THE ACT

Effective January 1, 2021, employers with 15 or more employees are required to provide accrued sick and safe leave to their employees. The Act applies to employees who are not covered by the Family and Medical Leave Act...

DC Human Rights Act
PROTECTED TITLES IN THE DC HUMAN RIGHTS ACT

The DC Office of Human Rights enforces the DC Human Rights Act, which makes discrimination on the basis of race, sex, gender, sexual orientation, marital status, pregnancy, age, and disability illegal...

Protecting Pregnant Workers Fairness Act
CERTIFICATION FROM HEALTH CARE PROVIDER

The Pregnant Workers Fairness Act (PWFA) requires employers to provide certification from a health care provider indicating a reasonable accommodation is advisable...

Non-Discrimination
NOTICE OF NON-DISCRIMINATION DISTRICT OF COLUMBIA GOVERNMENT EMPLOYEES

The District of Columbia Office of Human Rights Act of 1977, as amended, District of Columbia Official Code Title 22, Chapter 22-201, prohibits discrimination on the basis of race, sex, gender, sexual orientation, marital status, pregnancy, age, and disability...

Paid Family Leave
GOVERNMENT OF THE DISTRICT OF COLUMBIA
DEPARTMENT OF EMPLOYMENT SERVICES

Employees may take up to 12 workweeks of paid family leave in a single 12-month period for the care of a newborn child, a child who has been adopted, or a child who has been placed with the employee...

Building Services
GOVERNMENT OF THE DISTRICT OF COLUMBIA
DEPARTMENT OF EMPLOYMENT SERVICES

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Child Labor Law
EMPLOYMENT OF MINORS, D.C. CODE, TITLE 36, CHAPTER 3, SECTION 36-01 THROUGH 36-04, UNLAWFUL

No minor 12 years of age shall be employed before the hour of 6:00 AM nor after the hour of 10:00 PM, and no minor 14 or 15 years of age shall be employed before the hour of 7:00 AM nor after the hour of 12:00 AM...

State Equal Employment Opportunity
Know Your Rights in the District of Columbia

The State Equal Employment Opportunity Act of 1977, as amended, District of Columbia Official Code Title 22, Chapter 22-201, prohibits discrimination on the basis of race, sex, gender, sexual orientation, marital status, pregnancy, age, and disability...

Wage Theft Prevention Act
DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES

The Wage Theft Prevention Act (WTPA) has an effective date of February 1, 2021. The Act requires employers to provide written notices to their employees regarding their wage and overtime rights...

Workers' Compensation
LABOR STANDARDS BUREAU
DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES

Workers' compensation is a form of insurance that provides benefits to employees who are injured or become disabled as a result of their work. It covers medical expenses, lost wages, and disability benefits...

IRS Withholding
YOU MAY NEED TO CHECK YOUR WITHHOLDING
Since you last filed Form W-4 with your employer...

Emergency Notice
AMBULANCE: HOSPITAL: ALTERNATE: OSHA: HAZARDOUS MATERIAL:

Payday Notice
PAYDAY IS ON: MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

Public Accommodations
DISTRICT OF COLUMBIA PUBLIC ACCOMMODATIONS NOTICE OF NON-DISCRIMINATION

The District of Columbia Public Accommodations Act of 1997, as amended, District of Columbia Official Code Section 2-1401.01, (A-1) The District of Columbia does not discriminate on the basis of race, sex, gender, sexual orientation, marital status, pregnancy, age, and disability...

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