

Secret of Lawful Postings

NOTICE TO EMPLOYEES

Information on Unemployment Compensation in the District of Columbia

Your employer is subject to the District of Columbia Unemployment Compensation Act and establishes a program of providing benefits when you become unemployed. You are eligible for unemployment compensation when you have become unemployed through no fault of your own and an available, new job help becomes available to you before you exhaust your benefits. You are eligible for unemployment compensation if you have been laid off from your position. The program is administered by the District of Columbia Department of Employment Services.

If you should be considered your own business, you may be eligible to receive unemployment compensation benefits. To be eligible, you must be a resident of and be employed by one of the following 34 States listed below:

American Job Center - Headquarters 4000 Minnesota Avenue, N.E. Washington, DC 20019 (202) 737-3207	American Job Center - Northeast 4200 Newland Avenue, N.E. Washington, DC 20017 (202) 737-3585
American Job Center - Northwest 3700 Massachusetts Avenue, N.W. Washington, DC 20007 (202) 743-7474	American Job Center - Southwest 3700 Massachusetts Avenue, N.W. Washington, DC 20007 (202) 743-7474

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.

GOVERNMENT OF THE DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES

NOTICE TO EMPLOYEES

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 a benefit of paid leave for family care needs. Your employer is responsible for providing information about the Paid Family Leave program, these notices are the first of the following notices:
www.doe.dc.gov

Covered Workers:
To receive benefits under the Paid Family Leave program, you must work for a covered employer. DC 3602 defines a covered employer as any employer who has a contract with the Office of Paid Family Leave (OPFL) for a contract period of one year. You are eligible to apply for this program if you are covered by the OPFL program. Additional information on your employer is provided by the OPFL program. For more information about the Paid Family Leave program see these three (3) notices:
1. Are you new to work?
2. At least a year ago?
3. If you are your employer for leave that could qualify for benefits under the Paid Family Leave program?

Covered Events:
You are eligible for benefits if you have a family care need for:
1. An event that is 12 weeks in length.
2. Family leave - receive benefits for family care with a new child for up to 12 weeks in a year.
3. Family leave - receive benefits for family care with a new child for up to 12 weeks in a year.
4. Medical leave - receive benefits for your serious health condition for up to 12 weeks in a year.
5. Fetal loss - receive benefits for prenatal medical care up to 12 weeks in a year.

Parental Leave Act Workplace Poster

Updated: May 17, 2024

Know Your Rights in the District of Columbia

Work Leave for Parenting Purpose

The Department of Employment Services (DOES) provides information about the Parenting Purpose Leave program. This program allows eligible employees to take up to 12 weeks of unpaid leave for the purpose of bonding with a new child or caring for a child who is under the age of 18. This program also allows eligible employees to take up to 12 weeks of unpaid leave for the purpose of bonding with a new child or caring for a child who is under the age of 18. This program also allows eligible employees to take up to 12 weeks of unpaid leave for the purpose of bonding with a new child or caring for a child who is under the age of 18.

EMPLOYEE RIGHTS IN THE DISTRICT OF COLUMBIA

Do you know your rights as an employee working in Washington, DC? Employees have the right:

- To be paid the minimum wage.
- To be paid overtime pay for hours worked in excess of 40 hours per week.
- To be protected from discrimination and harassment.
- To be protected from retaliation.
- To be protected from unsafe working conditions.
- To be protected from wage theft.
- To be protected from discrimination based on race, ethnicity, gender, and other characteristics.
- To be protected from discrimination based on religion.
- To be protected from discrimination based on age.
- To be protected from discrimination based on disability.
- To be protected from discrimination based on marital status.
- To be protected from discrimination based on pregnancy, childbirth, or related medical conditions.
- To be protected from discrimination based on family status.
- To be protected from discrimination based on national origin.
- To be protected from discrimination based on sex.
- To be protected from discrimination based on sexual orientation and gender identity.
- To be protected from discrimination based on veteran status.

DISTRICT OF COLUMBIA MINIMUM WAGE POSTER

MINIMUM WAGE RATES

\$15.00 per hour beginning July 1, 2020
\$15.20 per hour beginning July 1, 2021
\$16.00 per hour beginning July 1, 2022
\$17.00 per hour beginning July 1, 2023
\$17.50 per hour beginning July 1, 2024

EMPLOYERS WHO DO NOT RECEIVE TIPS

\$5.00 per hour beginning July 1, 2020
\$5.05 per hour beginning July 1, 2021
\$5.60 per hour beginning July 1, 2022
\$6.30 per hour beginning July 1, 2023
\$7.00 per hour beginning July 1, 2024

EMPLOYERS WHO RECEIVE TIPS

\$5.00 per hour beginning July 1, 2020
\$5.05 per hour beginning July 1, 2021
\$5.60 per hour beginning July 1, 2022
\$6.30 per hour beginning July 1, 2023
\$7.00 per hour beginning July 1, 2024

Protecting Pregnant Workers Fairness Act Workplace Poster

Updated: October 30, 2024

Know Your Rights in the District of Columbia

The Pregnant Workers Fairness Act (PWFA) requires employers to provide reasonable accommodations to employees who are pregnant, childbirth, or related medical conditions. This program allows eligible employees to take up to 12 weeks of unpaid leave for the purpose of bonding with a new child or caring for a child who is under the age of 18.

DC Family Medical Leave Act Workplace Poster

Updated: May 17, 2024

Know Your Rights in the District of Columbia

Work Leave for Family and Medical Leave Purposes

The Department of Employment Services (DOES) provides information about the DC Family Medical Leave program. This program allows eligible employees to take up to 12 weeks of unpaid leave for the purpose of bonding with a new child or caring for a child who is under the age of 18.

DC Family Medical Leave Act Workplace Poster

Updated: May 17, 2024

Know Your Rights in the District of Columbia

Work Leave for Family and Medical Leave Purposes

The Department of Employment Services (DOES) provides information about the DC Family Medical Leave program. This program allows eligible employees to take up to 12 weeks of unpaid leave for the purpose of bonding with a new child or caring for a child who is under the age of 18.

OFFICE OF HUMAN RIGHTS

The Office of Human Rights (OHR) is responsible for enforcing laws that prohibit discrimination, harassment, and retaliation in the workplace. OHR provides information about the various laws that prohibit discrimination and harassment in the workplace.

OFFICE OF THE ATTORNEY GENERAL

The Office of the Attorney General (OAG) provides information about the various laws that prohibit discrimination and harassment in the workplace. OAG provides information about the various laws that prohibit discrimination and harassment in the workplace.

PROHIBITED ACTIONS BY EMPLOYERS

Employers may not:

- Discriminate against employees based on race, ethnicity, gender, and other characteristics.
- Retaliate against employees for reporting discrimination or harassment.
- Engage in harassment or discrimination based on race, ethnicity, gender, and other characteristics.
- Engage in harassment or discrimination based on religion.
- Engage in harassment or discrimination based on age.
- Engage in harassment or discrimination based on disability.
- Engage in harassment or discrimination based on marital status.
- Engage in harassment or discrimination based on pregnancy, childbirth, or related medical conditions.
- Engage in harassment or discrimination based on family status.
- Engage in harassment or discrimination based on national origin.
- Engage in harassment or discrimination based on sex.
- Engage in harassment or discrimination based on sexual orientation and gender identity.
- Engage in harassment or discrimination based on veteran status.

THE RIGHT TO BREASTFEED

Under the District of Columbia Human Rights Act of 1977, as amended, employers are prohibited from discriminating against employees based on their sex or gender. This includes discrimination against employees based on their status as a parent or caregiver.

PROVISIONS OF THE D.C. CHILD LABOR ACT

EMPLOYMENT OF MINORS, D.C. CODE, TITLE 8, CHAPTER 5, SECTION 36-501 THROUGH 36-504, JUNE 16, 1976

This act sets the minimum age for employment of minors in the District of Columbia. It also sets the maximum hours of work for minors and the types of work that minors are prohibited from doing.

ACCRUED 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)

Employees who work for a covered employer in the District of Columbia are entitled to accrue sick leave and safe leave. Sick leave is earned at a rate of 1 hour for every 37 hours worked. Safe leave is earned at a rate of 1 hour for every 37 hours worked.

OFFICIAL NOTICE

(Post Where Employees Can Easily Read)

Employees who work for a covered employer in the District of Columbia are entitled to accrue sick leave and safe leave. Sick leave is earned at a rate of 1 hour for every 37 hours worked. Safe leave is earned at a rate of 1 hour for every 37 hours worked.

THE RIGHT TO BREASTFEED

Under the District of Columbia Human Rights Act of 1977, as amended, employers are prohibited from discriminating against employees based on their sex or gender. This includes discrimination against employees based on their status as a parent or caregiver.

THE RIGHT TO BREASTFEED

Under the District of Columbia Human Rights Act of 1977, as amended, employers are prohibited from discriminating against employees based on their sex or gender. This includes discrimination against employees based on their status as a parent or caregiver.

PROVISIONS OF THE D.C. CHILD LABOR ACT

EMPLOYMENT OF MINORS, D.C. CODE, TITLE 8, CHAPTER 5, SECTION 36-501 THROUGH 36-504, JUNE 16, 1976

This act sets the minimum age for employment of minors in the District of Columbia. It also sets the maximum hours of work for minors and the types of work that minors are prohibited from doing.

ACCRUED 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)

Employees who work for a covered employer in the District of Columbia are entitled to accrue sick leave and safe leave. Sick leave is earned at a rate of 1 hour for every 37 hours worked. Safe leave is earned at a rate of 1 hour for every 37 hours worked.

OFFICIAL NOTICE

(Post Where Employees Can Easily Read)

Employees who work for a covered employer in the District of Columbia are entitled to accrue sick leave and safe leave. Sick leave is earned at a rate of 1 hour for every 37 hours worked. Safe leave is earned at a rate of 1 hour for every 37 hours worked.

NOTICE OF COMPLIANCE

Employers are required to comply with the following laws:

- Family and Medical Leave Act (FMLA)
- ADA Amendments Act (ADA)
- Section 504 of the Rehabilitation Act of 1973
- American with Disabilities Act (ADA)
- Genetic Information Non-Discrimination Act (GINA)
- Immigration Reform and Control Act (IRCA)
- Immigration and Nationality Act (INA)
- Internal Revenue Code (IRC)
- Violence Against Women Act (VAWA)
- Worker's Compensation Act

OFFICE OF WORKERS' COMPENSATION

4054 MINNISCOTA AVENUE, N.E. WASHINGTON, DC 20019
(202) 671-1000 / (202) 671-1929 (Fax)

The Office of Workers' Compensation (OWC) provides information about the various laws that prohibit discrimination and harassment in the workplace. OWC provides information about the various laws that prohibit discrimination and harassment in the workplace.

Equal Employment Opportunity (EEO) Workplace Poster

Updated: May 17, 2024

Know Your Rights in the District of Columbia

DC Human Rights Act

The District of Columbia Human Rights Act (DCHRA) prohibits discrimination in the workplace based on race, ethnicity, gender, and other characteristics. This program allows eligible employees to take up to 12 weeks of unpaid leave for the purpose of bonding with a new child or caring for a child who is under the age of 18.

Equal Employment Opportunity (EEO) Workplace Poster

Updated: May 17, 2024

Know Your Rights in the District of Columbia

DC Human Rights Act

The District of Columbia Human Rights Act (DCHRA) prohibits discrimination in the workplace based on race, ethnicity, gender, and other characteristics. This program allows eligible employees to take up to 12 weeks of unpaid leave for the purpose of bonding with a new child or caring for a child who is under the age of 18.

FAMILY PROTECTIONS & RESOURCES

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

The DC Department of Employment Services (DOES) provides information about the various laws that prohibit discrimination and harassment in the workplace. DOES provides information about the various laws that prohibit discrimination and harassment in the workplace.

NOTICE OF COMPLIANCE

Employers are required to comply with the following laws:

- Family and Medical Leave Act (FMLA)
- ADA Amendments Act (ADA)
- Section 504 of the Rehabilitation Act of 1973
- American with Disabilities Act (ADA)
- Genetic Information Non-Discrimination Act (GINA)
- Immigration Reform and Control Act (IRCA)
- Immigration and Nationality Act (INA)
- Internal Revenue Code (IRC)
- Violence Against Women Act (VAWA)
- Worker's Compensation Act

OFFICE OF WORKERS' COMPENSATION

4054 MINNISCOTA AVENUE, N.E. WASHINGTON, DC 20019
(202) 671-1000 / (202) 671-1929 (Fax)

The Office of Workers' Compensation (OWC) provides information about the various laws that prohibit discrimination and harassment in the workplace. OWC provides information about the various laws that prohibit discrimination and harassment in the workplace.

Equal Employment Opportunity (EEO) Workplace Poster

Updated: May 17, 2024

Know Your Rights in the District of Columbia

DC Human Rights Act

The District of Columbia Human Rights Act (DCHRA) prohibits discrimination in the workplace based on race, ethnicity, gender, and other characteristics. This program allows eligible employees to take up to 12 weeks of unpaid leave for the purpose of bonding with a new child or caring for a child who is under the age of 18.

Equal Employment Opportunity (EEO) Workplace Poster

Updated: May 17, 2024

Know Your Rights in the District of Columbia

DC Human Rights Act

The District of Columbia Human Rights Act (DCHRA) prohibits discrimination in the workplace based on race, ethnicity, gender, and other characteristics. This program allows eligible employees to take up to 12 weeks of unpaid leave for the purpose of bonding with a new child or caring for a child who is under the age of 18.

FAMILY PROTECTIONS & RESOURCES

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

The DC Department of Employment Services (DOES) provides information about the various laws that prohibit discrimination and harassment in the workplace. DOES provides information about the various laws that prohibit discrimination and harassment in the workplace.

NOTICE TO EMPLOYEES

Information on Unemployment Compensation in the District of Columbia

Your employer is subject to the District of Columbia Unemployment Compensation Act and establishes a program of providing benefits when you become unemployed. You are eligible for unemployment compensation when you have become unemployed through no fault of your own and an available, new job help becomes available to you before you exhaust your benefits. You are eligible for unemployment compensation if you have been laid off from your position. The program is administered by the District of Columbia Department of Employment Services.

If you should be considered your own business, you may be eligible to receive unemployment compensation benefits. To be eligible, you must be a resident of and be employed by one of the following 34 States listed below:

American Job Center - Headquarters 4000 Minnesota Avenue, N.E. Washington, DC 20019 (202) 737-3207	American Job Center - Northeast 4200 Newland Avenue, N.E. Washington, DC 20017 (202) 737-3585
American Job Center - Northwest 3700 Massachusetts Avenue, N.W. Washington, DC 20007 (202) 743-7474	American Job Center - Southwest 3700 Massachusetts Avenue, N.W. Washington, DC 20007 (202) 743-7474

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.

GOVERNMENT OF THE DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES

NOTICE TO EMPLOYEES

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 a benefit of paid leave for family care needs. Your employer is responsible for providing information about the Paid Family Leave program, these notices are the first of the following notices:
www.doe.dc.gov

Covered Workers:
To receive benefits under the Paid Family Leave program, you must work for a covered employer. DC 3602 defines a covered employer as any employer who has a contract with the Office of Paid Family Leave (OPFL) for a contract period of one year. You are eligible to apply for this program if you are covered by the OPFL program. Additional information on your employer is provided by the OPFL program. For more information about the Paid Family Leave program see these three (3) notices:
1. Are you new to work?
2. At least a year ago?
3. If you are your employer for leave that could qualify for benefits under the Paid Family Leave program?

Covered Events:
You are eligible for benefits if you have a family care need for:
1. An event that is 12 weeks in length.
2. Family leave - receive benefits for family care with a new child for up to 12 weeks in a year.
3. Family leave - receive benefits for family care with a new child for up to 12 weeks in a year.
4. Medical leave - receive benefits for your serious health condition for up to 12 weeks in a year.
5. Fetal loss - receive benefits for prenatal medical care up to 12 weeks in a year.

Parental Leave Act Workplace Poster

Updated: May 17, 2024

Know Your Rights in the District of Columbia

Work Leave for Parenting Purpose

The Department of Employment Services (DOES) provides information about the Parenting Purpose Leave program. This program allows eligible employees to take up to 12 weeks of unpaid leave for the purpose of bonding with a new child or caring for a child who is under the age of 18. This program also allows eligible employees to take up to 12 weeks of unpaid leave for the purpose of bonding with a new child or caring for a child who is under the age of 18. This program also allows eligible employees to take up to 12 weeks of unpaid leave for the purpose of bonding with a new child or caring for a child who is under the age of 18.

EMPLOYEE RIGHTS IN THE DISTRICT OF COLUMBIA

Do you know your rights as an employee working in Washington, DC? Employees have the right:

- To be paid the minimum wage.
- To be paid overtime pay for hours worked in excess of 40 hours per week.
- To be protected from discrimination and harassment.
- To be protected from retaliation.
- To be protected from unsafe working conditions.
- To be protected from wage theft.
- To be protected from discrimination based on race, ethnicity, gender, and other characteristics.
- To be protected from discrimination based on religion.
- To be protected from discrimination based on age.
- To be protected from discrimination based on disability.
- To be protected from discrimination based on marital status.
- To be protected from discrimination based on pregnancy, childbirth, or related medical conditions.
- To be protected from discrimination based on family status.
- To be protected from discrimination based on national origin.
- To be protected from discrimination based on sex.
- To be protected from discrimination based on sexual orientation and gender identity.
- To be protected from discrimination based on veteran status.

DISTRICT OF COLUMBIA MINIMUM WAGE POSTER

MINIMUM WAGE RATES

\$15.00 per hour beginning July 1, 2020
\$15.20 per hour beginning July 1, 2021
\$16.00 per hour beginning July 1, 2022
\$17.00 per hour beginning July 1, 2023
\$17.50 per hour beginning July 1, 2024

EMPLOYERS WHO DO NOT RECEIVE TIPS

\$5.00 per hour beginning July 1, 2020
\$5.05 per hour beginning July 1, 2021
\$5.60 per hour beginning July 1, 2022
\$6.30 per hour beginning July 1, 2023
\$7.00 per hour beginning July 1, 2024

EMPLOYERS WHO RECEIVE TIPS

\$5.00 per hour beginning July 1, 2020
\$5.05 per hour beginning July 1, 2021
\$5.60 per hour beginning July 1, 2022
\$6.30 per hour beginning July 1, 2023
\$7.00 per hour beginning July 1, 2024