

Protect Your Columbia Postings



NOTICE TO EMPLOYEES

Information on Unemployment Compensation in the District of Columbia

You are eligible to apply for unemployment compensation if you have been laid off from your job and you are not receiving unemployment benefits from another source. You must have worked for an employer in the District of Columbia for at least 180 days in the last 12 months before you were laid off. You must also have been laid off through no fault of your own or an ongoing work stoppage. You must also have been laid off through no fault of your own or an ongoing work stoppage. You must also have been laid off through no fault of your own or an ongoing work stoppage. You must also have been laid off through no fault of your own or an ongoing work stoppage.

American Job Center - Headquarters
4000 Minnesota Avenue, N.E.
Washington, DC 20017
(202) 773-2219

American Job Center - Northeast
3200 South Dakota Avenue, N.E.
Washington, DC 20017
(202) 576-3800

American Job Center - Northwest
Frank O. Reeves Medical Plaza, 3rd Floor
Washington, DC 20009
(202) 571-5727

American Job Center - South
Meadley, 7th Floor, N.W. - 430 P St.
Washington, DC 20004
(202) 573-4331

DEPARTMENT OF THE DISTRICT OF COLUMBIA GOVERNMENT OF EMPLOYMENT SERVICES

NOTICE TO EMPLOYEES

Information on Paid Family Leave in the District of Columbia

You are eligible to apply for paid family leave if you are an employee of the District of Columbia Government of Employment Services. You must have worked for the District of Columbia Government of Employment Services for at least 180 days in the last 12 months before you were laid off. You must also have been laid off through no fault of your own or an ongoing work stoppage. You must also have been laid off through no fault of your own or an ongoing work stoppage. You must also have been laid off through no fault of your own or an ongoing work stoppage.

American Job Center - Headquarters
4000 Minnesota Avenue, N.E.
Washington, DC 20017
(202) 773-2219

American Job Center - Northeast
3200 South Dakota Avenue, N.E.
Washington, DC 20017
(202) 576-3800

American Job Center - Northwest
Frank O. Reeves Medical Plaza, 3rd Floor
Washington, DC 20009
(202) 571-5727

American Job Center - South
Meadley, 7th Floor, N.W. - 430 P St.
Washington, DC 20004
(202) 573-4331

Parental Leave Act

- KNOW YOUR RIGHTS IN THE DISTRICT OF COLUMBIA -

Work Leave for Parenting Purposes

The District of Columbia Parental Leave Act allows employees who are parents or guardians to take 12 weeks of leave for the birth or adoption of a child. The leave is paid for the first 12 weeks of leave. The leave is paid for the first 12 weeks of leave. The leave is paid for the first 12 weeks of leave. The leave is paid for the first 12 weeks of leave.

Employee Posting Requirements

The employer must post and maintain this notice in a conspicuous place. An employer that willfully fails to post this notice may be ordered to pay a fine of up to \$100 for each day the employer fails to post the notice.

Filing a Complaint of a Violation

If you believe an employer has wrongfully denied you parental leave under this Act, you can file a complaint with the Office of Human Rights (OHR). To file a complaint, contact:

- Office of Human Rights, 441 4th Street, N.W., Suite 5700, Washington, DC 20001.
- Phone: (202) 773-4559
- Religious Freedom Hotline: (202) 773-4559
- 441 4th Street, N.W., Suite 5700, Washington, DC 20001

OFFICIAL NOTICE

(Post Where Employees Can Easily Read)

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)

REQUIRES EMPLOYERS IN THE DISTRICT OF COLUMBIA TO PROVIDE PAID LEAVE FOR EMPLOYERS FOR THEIR OWN OR FAMILY MEMBERS' ILLNESS OR MEDICAL APPOINTMENTS AND FOR ABSENCES ASSOCIATED WITH DOMESTIC VIOLENCE.

EMPLOYER REQUIRED TO CARRY WITH THE ACT

Employers with 50 or more employees in the District of Columbia must provide paid leave to their employees, including employees of restaurants, bars, taverns, day-care centers, and other businesses.

ACCUMULATED LEAVE

Employees must accrue leave at a rate of 1 hour for every 37 hours worked.

MINIMUM LEAVE

Employees must have at least 1 hour of accrued leave at the end of each calendar year.

GOVERNMENT OF THE DISTRICT OF COLUMBIA MURIEL BOWSER, MAYOR

DISTRICT OF COLUMBIA MINIMUM WAGE POSTER

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

MINIMUM WAGE RATES

Effective Date	Hourly Rate
July 1, 2018	\$15.25 per hour
July 1, 2019	\$15.00 per hour
July 1, 2020	\$14.50 per hour
July 1, 2021	\$14.25 per hour
July 1, 2022	\$14.00 per hour
July 1, 2023	\$13.75 per hour

Employees who receive gratuities

Effective Date	Hourly Rate
July 1, 2018	\$3.80 per hour
July 1, 2019	\$3.60 per hour
July 1, 2020	\$3.40 per hour
July 1, 2021	\$3.20 per hour
July 1, 2022	\$3.00 per hour
July 1, 2023	\$2.80 per hour

Employees who do not receive gratuities

Effective Date	Hourly Rate
July 1, 2018	\$5.00 per hour
July 1, 2019	\$4.80 per hour
July 1, 2020	\$4.60 per hour
July 1, 2021	\$4.40 per hour
July 1, 2022	\$4.20 per hour
July 1, 2023	\$4.00 per hour

Protecting Pregnant Workers Fairness Act

- Know Your Rights in the District of Columbia -

Accommodations for Pregnancy, Childbirth and Breastfeeding

The Pregnant Workers Fairness Act (PWFA) requires District of Columbia employers to provide reasonable accommodations to employees who are unable to perform all their usual job duties because of pregnancy, childbirth, or breastfeeding.

Types of Accommodations

- More frequent or longer breaks
- Time off to travel to or from a restroom
- Temporarily transferring the employee to less strenuous or hazardous positions
- Flexibility in scheduling work or equipment such as chairs
- Temporarily restructuring the employee's position to provide light duty or a modified work schedule
- Having the employee refrain from heavy lifting
- Relocating the employee's work area or
- Providing certain non-hazardous equipment to improve work conditions

Prohibited Actions by Employers

- Retaliate against an employee for requesting an accommodation
- Take adverse action against an employee for requesting an accommodation
- Discriminate against an employee because of pregnancy, childbirth, or breastfeeding
- Retaliate against an employee for requesting an accommodation
- Discriminate against an employee because of pregnancy, childbirth, or breastfeeding

DC Family and Medical Leave Act

- Workplace Poster -

Work Leave for Family or Medical Purposes

The District of Columbia Family and Medical Leave Act (DC FMLA) requires employers with 50 or more employees to provide up to 12 weeks of unpaid leave for eligible employees for family or medical purposes.

Family Leave

Eligible employees are entitled to 12 weeks of unpaid leave for the birth or adoption of a child, or to care for a family member who is unable to care for themselves because of a serious health condition.

Medical Leave

Eligible employees are entitled to 12 weeks of unpaid leave to care for a family member who is unable to care for themselves because of a serious health condition.

DC Family and Medical Leave Act

- Workplace Poster -

Work Leave for Family or Medical Purposes

The District of Columbia Family and Medical Leave Act (DC FMLA) requires employers with 50 or more employees to provide up to 12 weeks of unpaid leave for eligible employees for family or medical purposes.

Family Leave

Eligible employees are entitled to 12 weeks of unpaid leave for the birth or adoption of a child, or to care for a family member who is unable to care for themselves because of a serious health condition.

Medical Leave

Eligible employees are entitled to 12 weeks of unpaid leave to care for a family member who is unable to care for themselves because of a serious health condition.

Equal Employment Opportunity

- KNOW YOUR RIGHTS IN THE DISTRICT OF COLUMBIA -

DC Human Rights Act

The District of Columbia Human Rights Act (DC HRA) prohibits employers from discriminating against employees on the basis of race, sex, or other protected characteristics.

Prohibited Discrimination

- Race
- Sex
- Age
- Religion
- Marital Status
- Sexual Orientation
- Disability
- Genetic Information
- Political Affiliation
- Retaliation

DC Family and Medical Leave Act

The DC Family and Medical Leave Act (DC FMLA) requires employers with 50 or more employees to provide up to 12 weeks of unpaid leave for eligible employees for family or medical purposes.

GOVERNMENT OF THE DISTRICT OF COLUMBIA MURIEL BOWSER, MAYOR

DISTRICT OF COLUMBIA MINIMUM WAGE POSTER

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

MINIMUM WAGE RATES

Effective Date	Hourly Rate
July 1, 2018	\$15.25 per hour
July 1, 2019	\$15.00 per hour
July 1, 2020	\$14.50 per hour
July 1, 2021	\$14.25 per hour
July 1, 2022	\$14.00 per hour
July 1, 2023	\$13.75 per hour

Employees who receive gratuities

Effective Date	Hourly Rate
July 1, 2018	\$3.80 per hour
July 1, 2019	\$3.60 per hour
July 1, 2020	\$3.40 per hour
July 1, 2021	\$3.20 per hour
July 1, 2022	\$3.00 per hour
July 1, 2023	\$2.80 per hour

Employees who do not receive gratuities

Effective Date	Hourly Rate
July 1, 2018	\$5.00 per hour
July 1, 2019	\$4.80 per hour
July 1, 2020	\$4.60 per hour
July 1, 2021	\$4.40 per hour
July 1, 2022	\$4.20 per hour
July 1, 2023	\$4.00 per hour

THE RIGHT TO BREASTFEED

Under the District of Columbia Human Rights Act of 1977, as amended, an employer may not discriminate against an employee for breastfeeding or expressing breast milk.

Employer's Obligations

- Provide a private, non-bathroom space for breastfeeding or expressing breast milk.
- Provide a private, non-bathroom space for breastfeeding or expressing breast milk.
- Provide a private, non-bathroom space for breastfeeding or expressing breast milk.

Employee's Obligations

- Use the private, non-bathroom space for breastfeeding or expressing breast milk.
- Use the private, non-bathroom space for breastfeeding or expressing breast milk.
- Use the private, non-bathroom space for breastfeeding or expressing breast milk.

PROVISIONS OF THE D.C. CHILD LABOR LAW

(EMPLOYMENT OF MINORS, D.C. CODE, TITLE 36, CHAPTER 5, SECTION 36-501 THROUGH 36-524, JUNE 15, 1976)

NO MINOR UNDER 14 YEARS OF AGE SHALL BE EMPLOYED in any gainful occupation with the exception that minors 14 years of age and over may be employed outside of school hours in the distribution of newspapers or delivery of newspapers.

NO MINOR UNDER 16 YEARS OF AGE SHALL BE EMPLOYED in any gainful occupation with the exception that minors 16 years of age and over may be employed outside of school hours in the distribution of newspapers or delivery of newspapers.

PROVISIONS OF THE D.C. CHILD LABOR LAW

(EMPLOYMENT OF MINORS, D.C. CODE, TITLE 36, CHAPTER 5, SECTION 36-501 THROUGH 36-524, JUNE 15, 1976)

NO MINOR UNDER 14 YEARS OF AGE SHALL BE EMPLOYED in any gainful occupation with the exception that minors 14 years of age and over may be employed outside of school hours in the distribution of newspapers or delivery of newspapers.

NO MINOR UNDER 16 YEARS OF AGE SHALL BE EMPLOYED in any gainful occupation with the exception that minors 16 years of age and over may be employed outside of school hours in the distribution of newspapers or delivery of newspapers.

DC Family and Medical Leave Act

The DC Family and Medical Leave Act (DC FMLA) requires employers with 50 or more employees to provide up to 12 weeks of unpaid leave for eligible employees for family or medical purposes.

Family Leave

Eligible employees are entitled to 12 weeks of unpaid leave for the birth or adoption of a child, or to care for a family member who is unable to care for themselves because of a serious health condition.

Medical Leave

Eligible employees are entitled to 12 weeks of unpaid leave to care for a family member who is unable to care for themselves because of a serious health condition.

GOVERNMENT OF THE DISTRICT OF COLUMBIA MURIEL BOWSER, MAYOR

DISTRICT OF COLUMBIA MINIMUM WAGE POSTER

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

MINIMUM WAGE RATES

Effective Date	Hourly Rate
July 1, 2018	\$15.25 per hour
July 1, 2019	\$15.00 per hour
July 1, 2020	\$14.50 per hour
July 1, 2021	\$14.25 per hour
July 1, 2022	\$14.00 per hour
July 1, 2023	\$13.75 per hour

Employees who receive gratuities

Effective Date	Hourly Rate
July 1, 2018	\$3.80 per hour
July 1, 2019	\$3.60 per hour
July 1, 2020	\$3.40 per hour
July 1, 2021	\$3.20 per hour
July 1, 2022	\$3.00 per hour
July 1, 2023	\$2.80 per hour

Employees who do not receive gratuities

Effective Date	Hourly Rate
July 1, 2018	\$5.00 per hour
July 1, 2019	\$4.80 per hour
July 1, 2020	\$4.60 per hour
July 1, 2021	\$4.40 per hour
July 1, 2022	\$4.20 per hour
July 1, 2023	\$4.00 per hour

NOTICE OF COMPLIANCE

TO EMPLOYERS

You are required to be in compliance with your employer and the Office of Worker Compensation's regulations regarding your duties, even if there is no direct force by the DC Code of Regulations. You must also have been laid off through no fault of your own or an ongoing work stoppage. You must also have been laid off through no fault of your own or an ongoing work stoppage. You must also have been laid off through no fault of your own or an ongoing work stoppage.

Employer's Obligations

- Provide a private, non-bathroom space for breastfeeding or expressing breast milk.
- Provide a private, non-bathroom space for breastfeeding or expressing breast milk.
- Provide a private, non-bathroom space for breastfeeding or expressing breast milk.

OFFICE OF WORKERS' COMPENSATION

4050 MINNISTOTA AVENUE, N.E., WASHINGTON, DC 20019
(202) 671-1000 • (202) 671-9340

**Department of Employment Services
LABOR STANDARDS BUREAU**

Notice to Employers

You are required to be in compliance with your employer and the Office of Worker Compensation's regulations regarding your duties, even if there is no direct force by the DC Code of Regulations. You must also have been laid off through no fault of your own or an ongoing work stoppage. You must also have been laid off through no fault of your own or an ongoing work stoppage. You must also have been laid off through no fault of your own or an ongoing work stoppage.

PROVISIONS OF THE D.C. CHILD LABOR LAW

(EMPLOYMENT OF MINORS, D.C. CODE, TITLE 36, CHAPTER 5, SECTION 36-501 THROUGH 36-524, JUNE 15, 1976)

NO MINOR UNDER 14 YEARS OF AGE SHALL BE EMPLOYED in any gainful occupation with the exception that minors 14 years of age and over may be employed outside of school hours in the distribution of newspapers or delivery of newspapers.

NO MINOR UNDER 16 YEARS OF AGE SHALL BE EMPLOYED in any gainful occupation with the exception that minors 16 years of age and over may be employed outside of school hours in the distribution of newspapers or delivery of newspapers.

DC Family and Medical Leave Act

The DC Family and Medical Leave Act (DC FMLA) requires employers with 50 or more employees to provide up to 12 weeks of unpaid leave for eligible employees for family or medical purposes.

Family Leave

Eligible employees are entitled to 12 weeks of unpaid leave for the birth or adoption of a child, or to care for a family member who is unable to care for themselves because of a serious health condition.

Medical Leave

Eligible employees are entitled to 12 weeks of unpaid leave to care for a family member who is unable to care for themselves because of a serious health condition.

GOVERNMENT OF THE DISTRICT OF COLUMBIA MURIEL BOWSER, MAYOR

DISTRICT OF COLUMBIA MINIMUM WAGE POSTER

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

MINIMUM WAGE RATES

Effective Date	Hourly Rate
July 1, 2018	\$15.25 per hour
July 1, 2019	\$15.00 per hour
July 1, 2020	\$14.50 per hour
July 1, 2021	\$14.25 per hour
July 1, 2022	\$14.00 per hour
July 1, 2023	\$13.75 per hour

Employees who receive gratuities

Effective Date	Hourly Rate
July 1, 2018	\$3.80 per hour
July 1, 2019	\$3.60 per hour
July 1, 2020	\$3.40 per hour
July 1, 2021	\$3.20 per hour
July 1, 2022	\$3.00 per hour
July 1, 2023	\$2.80 per hour

Employees who do not receive gratuities

Effective Date	Hourly Rate
July 1, 2018	\$5.00 per hour
July 1, 2019	\$4.80 per hour
July 1, 2020	\$4.60 per hour
July 1, 2021	\$4.40 per hour
July 1, 2022	\$4.20 per hour
July 1, 2023	\$4.00 per hour

NOTICE OF COMPLIANCE

TO EMPLOYERS

You are required to be in compliance with your employer and the Office of Worker Compensation's regulations regarding your duties, even if there is no direct force by the DC Code of Regulations. You must also have been laid off through no fault of your own or an ongoing work stoppage. You must also have been laid off through no fault of your own or an ongoing work stoppage. You must also have been laid off through no fault of your own or an ongoing work stoppage.

Employer's Obligations

- Provide a private, non-bathroom space for breastfeeding or expressing breast milk.
- Provide a private, non-bathroom space for breastfeeding or expressing breast milk.
- Provide a private, non-bathroom space for breastfeeding or expressing breast milk.

OFFICE OF WORKERS' COMPENSATION

4050 MINNISTOTA AVENUE, N.E., WASHINGTON, DC 20019
(202) 671-1000 • (202) 671-9340

**Department of Employment Services
LABOR STANDARDS BUREAU**

Notice to Employers

You are required to be in compliance with your employer and the Office of Worker Compensation's regulations regarding your duties, even if there is no direct force by the DC Code of Regulations. You must also have been laid off through no fault of your own or an ongoing work stoppage. You must also have been laid off through no fault of your own or an ongoing work stoppage. You must also have been laid off through no fault of your own or an ongoing work stoppage.

PROVISIONS OF THE D.C. CHILD LABOR LAW

(EMPLOYMENT OF MINORS, D.C. CODE, TITLE 36, CHAPTER 5, SECTION 36-501 THROUGH 36-524, JUNE 15, 1976)

NO MINOR UNDER 14 YEARS OF AGE SHALL BE EMPLOYED in any gainful occupation with the exception that minors 14 years of age and over may be employed outside of school hours in the distribution of newspapers or delivery of newspapers.

NO MINOR UNDER 16 YEARS OF AGE SHALL BE EMPLOYED in any gainful occupation with the exception that minors 16 years of age and over may be employed outside of school hours in the distribution of newspapers or delivery of newspapers.

DC Family and Medical Leave Act

The DC Family and Medical Leave Act (DC FMLA) requires employers with 50 or more employees to provide up to 12 weeks of unpaid leave for eligible employees for family or medical purposes.

Family Leave

Eligible employees are entitled to 12 weeks of unpaid leave for the birth or adoption of a child, or to care for a family member who is unable to care for themselves because of a serious health condition.

Medical Leave

Eligible employees are entitled to 12 weeks of unpaid leave to care for a family member who is unable to care for themselves because of a serious health condition.

GOVERNMENT OF THE DISTRICT OF COLUMBIA MURIEL BOWSER, MAYOR

DISTRICT OF COLUMBIA MINIMUM WAGE POSTER

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

MINIMUM WAGE RATES

Effective Date	Hourly Rate
July 1, 2018	\$15.25 per hour
July 1, 2019	\$15.00 per hour
July 1, 2020	\$14.50 per hour
July 1, 2021	\$14.25 per hour
July 1, 2022	\$14.00 per hour
July 1, 2023	\$13.75 per hour

Employees who receive gratuities

Effective Date	Hourly Rate
July 1, 2018	\$3.80 per hour
July 1, 2019	\$3.60 per hour
July 1, 2020	\$3.40 per hour
July 1, 2021	\$3.20 per hour
July 1, 2022	\$3.00 per hour
July 1, 2023	\$2.80 per hour

Employees who do not receive gratuities

Effective Date	Hourly Rate
July 1, 2018	\$5.00 per hour
July 1, 2019	\$4.80 per hour
July 1, 2020	\$4.60 per hour
July 1, 2021	\$4.40 per hour
July 1, 2022	\$4.20 per hour
July 1, 2023	\$4.00 per hour