

**Minimum Wage**  
 Department of Employment Services, Office of Wage-Hour  
**Minimum Wage Poster**  
**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	EMPLOYERS WHO DO NOT RECEIVE GRATUITIES	EMPLOYERS WHO RECEIVE GRATUITIES
\$13.25 per hour beginning July 1, 2018	\$3.89 per hour beginning July 1, 2018	\$3.89 per hour beginning July 1, 2018
\$14.00 per hour beginning July 1, 2019	\$4.45 per hour beginning July 1, 2019	\$4.45 per hour beginning July 1, 2019
\$15.00 per hour beginning July 1, 2020	\$5.00 per hour beginning July 1, 2020	\$5.00 per hour beginning July 1, 2020
\$15.20 per hour beginning July 1, 2021	\$5.05 per hour beginning July 1, 2021	\$5.05 per hour beginning July 1, 2021
\$16.10 per hour beginning July 1, 2022	\$6.00 per hour beginning May 1, 2022	\$6.00 per hour beginning May 1, 2022
\$17.00 per hour beginning July 1, 2023	\$8.00 per hour beginning July 1, 2023	\$8.00 per hour beginning July 1, 2023

Beginning in 2021, the minimum wage will increase during each successive year in proportion to the Consumer Price Index for both employees who do not receive gratuities and employees who receive gratuities. Visit the Department of Employment Services website at [www.does.dc.gov](http://www.does.dc.gov) for the yearly minimum wage rates.

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

- Handicapped workers may be paid less only when the employer has obtained an authorizing certificate from the U.S. Department of Labor.
- Persons employed under provisions of the Workforce Innovation and Opportunity Act shall be paid pursuant to that Act.
- Persons employed under provisions of the Youth Employment Act shall be paid pursuant to that Act.
- Persons employed under provisions of the Older Americans Act shall be paid pursuant to that Act.
- Students employed by institutions of higher education may be paid the minimum wage established by the United States government.
- The Wage Theft Prevention Amendment Act of 2014, effective February 26, 2015, removed adult learners as a minimum wage exception. Newly hired persons 18 years of age or older must be paid the established District of Columbia minimum wage immediately upon hire.

**MINIMUM WAGE EXEMPTIONS**  
 The minimum wage provision does not apply to persons:

- employed in a bona fide executive, administrative, professional, computer, or outside sales capacity;
- engaged in the delivery of newspapers to the home of the consumer.

**OVERTIME PAY**  
 At least 1 1/2 times the regular rate of pay for all hours worked over 40 hours in a workweek.

**OVERTIME EXCEPTIONS**  
 The overtime provision shall not apply to persons employed:

- In a bona fide executive, administrative, professional, computer, or outside sales capacity;
- As a private household worker who lives on the premises of the employer;
- In a retail or service establishment whose regular rate of pay is in excess of one and one-half times the minimum hourly rate applicable under the Act, and more than one-half of the employee's compensation for a representative period (not less than one month) represents commissions on goods and services;
- As a seaman, by a railroad, as an attendant in a parking lot or parking garage, or in newspaper home delivery;
- As an air carrier who voluntarily exchanges workdays with another employee for the primary purpose of utilizing air travel benefits available to those employees; or
- As a salesperson, parts salesperson, or mechanic primarily engaged in selling or servicing automobiles, trailers, or trucks if employed by a non-manufacturing establishment primarily engaged in the business of selling these vehicles to ultimate purchasers.

**NOTE: The Car Wash Employee Overtime Amendment Act of 2012, effective May 31, 2012, removed the overtime exception for employees who work for car wash employees who are parents or guardians to take 24 hours of leave (paid or unpaid) during a 12 month period to attend school-related activities. School events include but are not limited to: parent-teacher conferences, concerts, plays, rehearsals, sporting events, and other activities where the child is a participant or the subject of the event, not a spectator.**

The employee must notify the employer 10 days before the requested leave unless the school-related activity was not reasonably foreseeable. The leave can be unpaid or paid family, vacation, personal, compensatory or work bank leave.

The employer may deny the leave if granting the leave would disrupt the employer's business and make the achievement of production or service unreasonably difficult.

**ADDITIONAL LAWS ADMINISTERED BY THE OFFICE OF WAGE- HOUR**  
 All labor laws enforced within the District of Columbia can be found on [www.does.dc.gov](http://www.does.dc.gov)

**FOR A COMPLETE TEXT OF EACH LAW OR TO FILE A COMPLAINT CONTACT**

**DEPARTMENT OF EMPLOYMENT SERVICES**  
**OFFICE OF WAGE HOUR**  
 4058 MINNESOTA AVENUE, N.E.  
 WASHINGTON, D.C. 20019  
 (202) 671-1880 [www.does.dc.gov](http://www.does.dc.gov)

**DOES** DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES  
**WE ARE WASHINGTON DC** GOVERNMENT OF THE DISTRICT OF COLUMBIA  
**MURIEL BOWSER, MAYOR**

**PERSONS NOT ENTITLED TO OVERTIME PAY UNDER DISTRICT LAW MAY BE ENTITLED UNDER FEDERAL LAW**  
 For more information, call the U.S. Department of Labor, Wage-Hour Division, or visit [www.dol.gov/whd/](http://www.dol.gov/whd/).

**NOTE: This State has its own minimum wage law. Employers are also required to display the Federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the higher of the two Department of Labor dictates that the employer is entitled to the higher minimum wage rate.**

**THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.**

**Parental Leave Act**  
 Office of Human Rights  
**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 24 hours of leave (paid or unpaid) during a 12 month period to attend school-related activities. School events include but are not limited to: parent-teacher conferences, concerts, plays, rehearsals, sporting events, and other activities where the child is a participant or the subject of the event, not a spectator.

**Definition of Parent or Guardian**  
 An employee is considered a parent or guardian for purposes of this Act if he or she is:

- biological mother or father of a child;
- person who has legal custody of a child;
- person who acts as a guardian of a child;
- aunt, uncle, or grandparent of a child; or
- a person married or in a domestic partnership to a person listed above.

**Office of Human Rights**  
 District of Columbia  
 441 4th Street NW, Suite 570N, Washington, DC 20019  
 (202) 727-4559

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**Workers' Comp.**  
**DEPARTMENT OF EMPLOYMENT SERVICES**  
**LABOR STANDARDS BUREAU**  
**OFFICE OF WORKERS' COMPENSATION**  
 4058 MINNESOTA AVENUE, N.E. - WASHINGTON, DC 20019 - (202) 671-1000 - (202) 671-1929 (Fax)

**WARNING:** It is a crime to provide false or misleading information to an insurer for the purpose of defrauding the insurer or any other person. Penalties include imprisonment and/or fines. In addition, an insurer may deny insurance benefits if false information materially related to a claim was provided by the applicant.

**NOTICE OF COMPLIANCE**

- You are required by law to report promptly to your employer and the Office of Workers' Compensation an occupational injury or disease, even if you deem it to be minor. Form No. 7, DCWC, Notice of Accidental Injury or Occupational Disease, to be obtained from the employer or the Office of Workers' Compensation, must be used for that purpose. After you have completed and signed the form, mail it to the Office of Workers' Compensation at the above address, and to your employer.
- You are entitled, if required, to the services of a physician or hospital of your choice and lost wages. Call (202) 671-1000 or visit <http://does.dc.gov> for information.
- You may not sue your employer as a result of a work-related injury or disease by reason of your exclusive remedy under the Workers' Compensation Law.
- In order to preserve your right to benefits under the DC Workers' Compensation Law, you must file a written claim on Form No. 7A, DCWC, Employee's Claim Application, within one (1) year after your injury, or within one (1) year after the last payment of benefits.
- If you need information regarding your rights and obligations prescribed by law, you may call your employer first. If you require further information, you may call the Office of Workers' Compensation at (202) 671-1000 or visit <http://does.dc.gov>.
- The law gives you the right to legal representation if you so choose.

**TO EMPLOYEES**

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- You are entitled, if required, to the services of a physician or hospital of your choice and lost wages. Call (202) 671-1000 or visit <http://does.dc.gov> for information.
- You may not sue your employer as a result of a work-related injury or disease by reason of your exclusive remedy under the Workers' Compensation Law.
- In order to preserve your right to benefits under the DC Workers' Compensation Law, you must file a written claim on Form No. 7A, DCWC, Employee's Claim Application, within one (1) year after your injury, or within one (1) year after the last payment of benefits.
- If you need information regarding your rights and obligations prescribed by law, you may call your employer first. If you require further information, you may call the Office of Workers' Compensation at (202) 671-1000 or visit <http://does.dc.gov>.
- The law gives you the right to legal representation if you so choose.

**TO EMPLOYERS**

- You are required to have Workers' Compensation insurance coverage if you have one (1) or more employees.
- You are required to display this poster at each worksite so that it will be of the greatest possible benefit to your employees.
- You must file an Employer's First Report of Injury or Occupational Disease, Form No. 8, DCWC, with the Office of Workers' Compensation, send a copy to the nearest claim office of your insurer, for all occupational injuries or disease, as soon as possible, but not later than ten (10) working days after the date of knowledge thereof.

**NAME OF INSURANCE COMPANY**  
 ADDRESS: \_\_\_\_\_  
 PHONE: \_\_\_\_\_

**NAME OF EMPLOYER**  
 ADDRESS: \_\_\_\_\_  
 PHONE: \_\_\_\_\_

**EMPLOYER REPRESENTATIVE:** \_\_\_\_\_

**EMPLOYER'S BUSINESS (IF NUMBER UNKNOWN, EMPLOYER TO REQUEST FROM IRS)**  
 THIS NOTICE IS TO BE POSTED CONSPICUOUSLY IN AND ABOUT THE EMPLOYER'S PLACE(S) OF BUSINESS  
 FORM NO. 1 DCWC

**REV. 03/2017**  
**Sick and Safe Leave**  
 Department of Employment Services, Office of Wage-Hour  
**Accrued Sick and Safe Leave Act of 2008**

If an employer has...	Employees accrue at least...	Not to Exceed...
100 or more employees	1 hour per 27 hours worked	5 days per calendar year
25 to 99 employees	1 hour per 43 hours worked	5 days per calendar year
Less than 25 employees	1 hour per 28 hours worked	5 days per calendar year

**UNUSED LEAVE:** An employer's accrued paid sick leave carries over from year to year. Employers do not have to pay employees for unused paid sick leave upon termination or resignation of employment.

**EMPLOYEE PROTECTION:** An employer who asserts their rights to receive paid sick leave or provide information or assistance to help enforce the Act are protected from retaliation.

**ENFORCEMENT:** The DC Department of Employment Services, Office of Wage Hour can investigate possible violations, access employer records, enforce the paid sick leave requirements, order reinstatement of employees who are terminated, as a result of asserting rights to paid sick leave, order payment of paid sick leave unlawfully withheld, and impose penalties. An employer who willfully violates the requirements of the Act shall be assessed a civil penalty in the amount of one thousand dollars (\$1,000) for the first offense. Five hundred dollars (\$500) for the second offense, and two thousand dollars (\$2,000) for the third and any subsequent offenses.

**TO FILE A COMPLAINT OR FOR ADDITIONAL INFORMATION**  
 To request full text of the Act, to obtain a copy of the rules associated with this Act, to receive the Act translated into other languages, or file a complaint, visit [www.does.dc.gov](http://www.does.dc.gov), call the Office of Wage Hour at (202) 671-1880, or visit at 4058 Minnesota Avenue, N.E., Suite 500N, Washington, DC 20019. Complaints shall be filed within three (3) years after the event on which the complaint is based unless the employer has failed to post notice of the Act.

**ACCRUAL START DATE:** Paid leave accrues at the beginning of employment, provided that the accrual need not commence prior to November 13, 2008 and provided that an employer need not allow accrual of paid leave for retired restaurant or bar employees prior to February 22, 2014.

**ACCESSING PAID LEAVE:** Paid leave accrues at the beginning of employment, provided that the accrual need not commence prior to November 13, 2008 and provided that an employer need not allow accrual of paid leave for retired restaurant or bar employees prior to February 22, 2014.

**DC/FMLA**  
 Office of Human Rights  
**DC Family and Medical Leave Act**  
*- Know Your Rights in the District of Columbia -*

**Work Leave for Family or Medical Purposes**  
 The District of Columbia Family and Medical Leave Act (DC/FMLA) requires employers with 20 or more employees to provide eligible employees with 16 weeks of unpaid family leave and 16 weeks of unpaid medical leave during a 24 month period.

**Family Leave**  
 Eligible circumstances for family leave under DC/FMLA include the birth of a child, adopting a child, or caring for a child in foster care. Caring for a seriously ill family member is also eligible for family leave.

**Medical Leave**  
 Eligible circumstances for medical leave under DC/FMLA includes recovering from a serious illness rendering the employee unable to work.

**Employer Posting Requirements**  
 An 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 \$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 family or medical leave, or retaliated against you for this statute, you can file a complaint within one year of the incident with the Office of Human Rights (OHR). To file a complaint, visit:

- Online at [ohr.dc.gov](http://ohr.dc.gov) or
- In Person at 441 4th Street NW, Suite 570N, Washington, DC 20001.

**Office of Human Rights**  
 District of Columbia  
 441 4th Street NW, Suite 570N, Washington, DC 20019  
 (202) 727-4559

**Accommodations for Pregnancy, Childbirth and Breastfeeding**  
 The Protecting Pregnant Workers Fairness Act (PPWF) requires District of Columbia employers to provide reasonable accommodations for employees whose ability to perform job duties is limited because of pregnancy, childbirth, breastfeeding, or a related medical condition.

**Types of Accommodations**  
 Employers must make all reasonable accommodations, including but not limited to:

- More frequent or longer breaks;
- Temporarily restructuring the employee's position to provide light duty or a modified work schedule;
- Temporarily transferring the employee to a less strenuous or hazardous position;
- Purchasing or modifying work equipment, such as chairs;
- Providing private (non-bathroom) space for expressing breast milk.

**Prohibited Actions by Employers**  
 Employers may not:

- Refuse an accommodation unless it would cause significant hardship or expense to the business;
- Take adverse action against an employee for requesting an accommodation;
- Deny employment opportunities to the employee because of the request or need for an accommodation;
- Require an employee to take leave if a reasonable accommodation can be provided; or
- Require employee to accept an accommodation unless it's necessary for the employee to perform her job duties.

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**Child Labor**  
 Title 32, Chapter 2  
**Employment of Minors**

**§ 32-201. Employment of minors under 14 years of age; distribution of newspapers permitted**  
 Except as provided in §§ 32-206 and 32-207, no minor under 14 years of age shall be employed, permitted, or suffered to work in the District of Columbia, in, about, or in connection with any ganful occupation, with the exception of homework performed outside of school hours in the home of the minor's parent or legal guardian or agricultural work performed outside of school hours in connection with the minor's own home and directly for the minor's parent or legal guardian; provided, that minors 10 years of age and over may be employed outside of school hours in the distribution or sale of newspapers, subject to the provisions of §§ 32-215 to 32-221.

**§ 32-202. Employment of minors under 18 years of age; hours of employment; notice to be posted in place of employment; list of minors employed**  
 Except as provided in § 32-206, no minor under 18 years of age shall be employed, permitted, or suffered to work in, about, or in connection with any ganful occupation, except in agricultural work, or housework, or in the distribution or sale of newspapers, as prescribed in § 32-201, and except in newspaper stuffing, as provided in § 32-215, more than 6 consecutive days in any 1 week, or more than 48 hours in any 1 week, or more than 8 hours in any 1 day, nor shall any minor 16 or 17 years of age be employed, permitted, or suffered to work before 6:00 a.m. or after 10:00 p.m. of any day, nor shall any minor under 16 years of age be employed, permitted, or suffered to work before 7:00 a.m. or after 7:00 p.m. of any day, except during the summer (June 1 through Labor Day) when the evening hour shall be 9:00. Every employer shall post and conspicuously posted in the establishment, in or about which any minor is employed, permitted, or suffered to work, a printed notice, furnished by the official authorized to enforce this subchapter, setting forth the legal regulations governing the employment and hours of work of minors and occupations prohibited to minors in such establishments, and, in addition, shall keep accessible in the place of employment a list of minors under 18 years of age employed, permitted, or suffered to work, and an accurate time record showing the hours of beginning and ending work each day. The presence of any such minor in the place of work for a longer time in the day or work than stated in the printed regulation hours shall be prima facie evidence of a violation of the provisions of this section.

**§ 32-203. Employment dangerous or prejudicial to life prohibited; Board of Education to prohibit such employment by general or special order**  
 No minor shall be employed, permitted, or suffered to work in any place of employment, or at any employment, dangerous or prejudicial to the life, health, safety, or welfare of such minor. It shall be the duty of the Board of Education of the District of Columbia and the said board shall have the power, jurisdiction and authority, after hearing duly held, to issue general or special orders prohibiting the employment of such minors in any employment at any place of employment dangerous or prejudicial to the life, health, safety, or welfare of such minors; provided, that no such order shall permit the employment of any minor at any employment specified in §§ 32-204 through 32-206 at an overlying age or above the hours therein specified, provided further, that no hearing shall be necessary for the issuance of an order prohibiting employment in any occupation listed by the Secretary of Labor under the authority of the Fair Labor Standards Act to be particularly hazardous for minors under 18 years of age or detrimental to their health and well-being.

**§ 32-207. Work or vacation permit - Procurement by employer**  
 No minor under 18 years of age shall be employed, permitted, or suffered to work in, about, or in connection with any ganful occupation, except in agricultural work or housework as specified in § 32-201, unless the employer procures and keeps on file and accessible to any attendance officer, inspector or other person authorized to enforce this subchapter a work or vacation permit issued in prescribed work, except that minors under 18 years of age may be employed without a permit outside of school hours in irregular or call work specifically authorized by the provision of this chapter, that such employment shall be in connection with the business of the employer, and provided further, that such employment shall not be used to work in violation of this subchapter by any person issued under the authority of § 32-203.

**§ 32-208. Employment of minors under 16 years of age in certain occupations prohibited; exception**  
 (a) No minor under 16 years of age shall be employed, permitted, or suffered to work at any of the following occupations:

- In the operation of any machinery operated by power other than hand or foot power;
- In oiling, greasing, or cleaning machinery or assisting therein;

(b) This section does not apply to any duly approved vocational education program or training under the auspices of the Board of Education of the Trustees of the University.

**§ 32-205. Employment of minors under 18 years of age in certain occupations prohibited**  
 No minor under 18 years of age shall be employed, permitted, or suffered to work at operating any freight or passenger elevator, or any quarry, tunnel, or excavation.

**§ 32-206. Theatrical permits for minors under 18 years of age for performances and professional sports activities**  
 (a) The Board of Education may issue a theatrical employment permit to a minor under 18 years of age permitting the minor to:

- Perform on the stage of a licensed theatre within the District of Columbia in a professional theatrical production;
- Perform in a musical or dance recital or concert;
- Participate in a radio or television program;
- Participate in a motion picture;
- Appear as a fashion model; or
- Participate in a professional sports activity or circus.

(b) An application for a theatrical permit shall be made by the parent or guardian, and by the agent if applicable, of the minor to the Board of Education. The Board of Education may issue a theatrical employment permit if the Board is satisfied that adequate provisions have been made for the educational instruction of the minor, for safeguarding the minor's health, and for the proper supervision of the minor. The Board of Education may require the employer to provide the necessary resources to satisfy the requirements of this subsection.

(c) A minor shall not appear in more than 2 live performances in 1 day or more than 5 live performances in 1 week. A minor shall not appear in a live performance, or otherwise be required to work, before 7:00 a.m. or after 11:30 p.m. A licensed practical nurse with substantial pediatric experience, or a registered nurse with a pediatric nursing practicum, shall be provided for each 3 or fewer infants under the age of 30 months.

(d) A theatrical employment permit shall limit the time during which a minor 7 years of age or younger is permitted at the place of employment within a 24-hour period according to the following:

- An infant under the age of 6 months may be permitted to remain in the place of employment for a maximum of 2 hours, which shall consist of not more than 20 minutes of work.
- A minor between the ages of 6 months and 30 months may be permitted at the place of employment for a maximum of 4 hours, which shall consist of not more than 2 hours of work, with the balance of the 4-hour period being rest or recreation.
- A minor between the ages of 30 months and 7 years may be permitted at the place of employment for a maximum of 6 hours, which shall consist of not more than 3 hours of work, with the balance of the 6-hour period being rest, recreation, or education.

(e) For the purposes of this section, the term "theatrical employment permit" means an authorization to perform or appear in any of the activities listed in subsection (a) of this section for monetary remuneration, a gift, or other form of valuable consideration.

**§ 32-204. Penalties**  
 (a) A person commits an offense under this subchapter if that person:

- Employs a minor or permits a minor to work in violation of this subchapter, of any regulation promulgated by the Board of Education pursuant to § 32-204, or of any other issued under the authority of § 32-203;
- Interferes with the Board of Education, its officers or agents, or of any person authorized by the District to inspect places of employment of minors;

(b) A person convicted of a 1st offense under this section shall be fined not less than \$1,000 nor more than \$3,000, or imprisoned not less than 10 days nor more than 30 days, or both. A person convicted of a 2nd or subsequent offense under this section shall be fined not less than \$3,000 nor more than \$5,000, or imprisoned not less than 30 days nor more than 90 days, or both. Each day during which a violation of this subchapter occurs shall constitute a separate offense.

(c) The fines set forth in this section shall not be limited by § 32-357.01.

**What is a Building Service Employee**  
 A covered employee who performs janitorial services, building maintenance services, or other services in or around a covered location who performs the repair, cleanliness, and overall quality of the covered location or place of business.

**Certain exceptions apply**  
 When a covered employee is taking covered leave, the leave shall count towards the 30-hour minimum work week; provided that at each covered location, up to 20% of the hours that are available for covered employees engaged in cleaning service may be preserved for part-time covered employees with a minimum shift of 4 hours per night and 20 hours per week per covered employer for up to a total of 10 part-time positions permitted per covered location.

**Posting Requirements**  
 A covered employer shall post and maintain the notice in a conspicuous place, which shall be prescribed by the Mayor and provided to each covered employee that shall include excerpts or summaries of the pertinent provisions of this Act and information about filing a complaint pursuant to the Act.

**Penalties**  
 A covered employer who willfully violates the posting requirements of section 5 shall be assessed a civil penalty not to exceed \$100 for each day that the covered employer fails to post the notice; provided, that the total penalty shall not exceed \$500.

**For the complete text of the Building Service Employees Minimum Work Week Act of 2016, go to D.C. Act 21-485.**  
 A covered employer who fails to comply with any of the requirements of this act, other than the posting requirements, shall be subject to a fine of not more than \$5,000 for each violation for each day that the violation continues. For the first violation, a maximum fine of up to \$1,500 will be imposed; and (B) for any subsequent violation, a maximum fine of up to \$1,000.

**Office of Wage Hour**  
 4058 Minnesota Avenue, NE - Suite 500N - Washington, DC 20019 - Office: 202-671-1880 - Fax: 202-673-6411

**Unemployment Ins.**  
 Department of Employment Services  
**Notice to Employees**  
**Information on Unemployment Compensation in the District of Columbia**

Your employer is subject to the District of Columbia Unemployment Compensation Act which establishes a system of protecting insured workers from complete wage loss when they become unemployed through no fault of their own and are seeking new jobs. To help finance the unemployment insurance system, a tax is levied against employers—not workers. No deductions are made from your pay for this purpose. This program is administered by the District of Columbia's Department of Employment Services.

If you should become unemployed or your hours are reduced, you may be entitled to receive unemployment compensation benefits. To apply for benefits, please call and make an appointment to visit one of the American Job Centers listed.

**AMERICAN JOB CENTER - HEADQUARTERS**  
 4058 Minnesota Avenue, N.E.  
 Washington, DC 20019  
 (202) 724-2337

**AMERICAN JOB CENTER - NORTHWEST**  
 FRANK D. REYES MEMORIAL CENTER  
 2000 14th Street, N.W., 2nd Floor  
 Washington, DC 20009  
 (202) 442-4577

**AMERICAN JOB CENTER - NORTHWEST**  
 CDC - BETTIE BACON CENTER  
 5173 SOUTH DAWSON AVENUE, N.E., 2ND FLOOR  
 WASHINGTON, DC 20017  
 (202) 576-3092

**AMERICAN JOB CENTER - SOUTHWEST**  
 3720 MARTIN LUTHER KING, JR. AVENUE, S.E.  
 WASHINGTON, DC 20002  
 (202) 741-7747

**AMERICAN JOB CENTERS HOURS OF OPERATION:**  
 Monday - Thursday 8:30 a.m. - 4:30 p.m.  
 Friday 9:30 a.m. - 4:30 p.m.

You may also apply for benefits through the Internet at [www.dconetworks.org](http://www.dconetworks.org).  
**IMPORTANT: Employers must display this Notice to Employees prominently on the work premises.**  
**Additional copies may be furnished upon request by calling (202) 698-7550.**

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