

# Secret of Labor Postings



## NOTICE TO EMPLOYEES

### Information on Unemployment Compensation in the District of Columbia

You are eligible to receive unemployment compensation if you have been laid off from your job through no fault of your own and you are able and ready to work. You must also have earned wages in the District of Columbia during the base period. For more information on unemployment compensation, visit [www.doeshq.com](http://www.doeshq.com).

- American Job Center - Headquarters**  
4050 Minnesota Avenue, N.E.  
Washington, DC 20019  
(202) 747-3201
- American Job Center - Northeast**  
1517 South Dakota Avenue, N.E., 2nd Floor  
Washington, DC 20003  
(202) 747-3202
- American Job Center - Northwest**  
3720 Mather Lane, G-1, Anacostia  
Washington, DC 20020  
(202) 747-3202
- American Job Center - Southeast**  
3720 Mather Lane, G-1, Anacostia  
Washington, DC 20020  
(202) 747-3202

You may apply for benefits through the Internet at [www.doeshq.com](http://www.doeshq.com).  
IMPORTANT: Employees must display their Notice to Employer prominently in the work area.  
Unemployment benefits may be furnished upon receipt by [www.doeshq.com](http://www.doeshq.com).

## Protecting Pregnant Workers Fairness Act Workplace Poster

**Know Your Rights in the District of Columbia**  
The Pregnancy Workers Fairness Act (PWFA) prohibits employers from discriminating against pregnant workers. It also prohibits employers from imposing unreasonable restrictions on pregnant workers. For more information, visit [www.doeshq.com](http://www.doeshq.com).

**Prohibited Actions by Employers**  
Employers may not:  
- Refuse an accommodation unless it would cause significant hardship or expense to the employer.  
- Take adverse action against an employee for requesting an accommodation.  
- Discourage an employee from requesting an accommodation.  
- Retaliate against an employee for requesting an accommodation.  
- Refuse to hire an employee because of a pregnancy-related condition.  
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**Accommodations**  
Employers must make reasonable accommodations to pregnancy-related conditions. Reasonable accommodations include:  
- More frequent or longer breaks.  
- Temporary transfers to a less strenuous or hazardous position.  
- Part-time or modified work schedules.  
- Temporary reassignment of essential job functions to avoid lifting or a restricted work schedule.  
- Having the employee return from leave with pay.  
- Providing private restrooms for pregnancy-related needs.

## 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 up to 12 weeks of paid family leave for certain family members. For more information, visit [www.doeshq.com](http://www.doeshq.com).

- Covered Workers**  
To receive benefits under the Paid Family Leave program, you must work for a covered employer in DC. To find out if you are covered, you can ask your employer or contact the Office of Paid Family Leave.
- Eligibility**  
You are eligible to take up to 12 weeks of paid family leave if you have worked for your employer for at least 12 weeks in the 52 weeks immediately preceding the start of your leave.

**Maximum Leave Entitlement**  
Each eligible worker has up to 12 weeks of leave in the 52 weeks immediately preceding the start of your leave. The maximum leave entitlement is 12 weeks, whether you are a full-time or part-time employee.

**Applying for Benefits**  
If you have experienced an event that may qualify for benefits, you should apply for benefits with the Office of Paid Family Leave as soon as possible. You can apply for benefits through the Internet at [www.doeshq.com](http://www.doeshq.com).

**Benefit Amounts**  
Paid Family Leave benefits are based on the wages you received just prior to your leave. The benefit amount is 66.67% of your average weekly wage, up to a maximum of \$1,000 per week.

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## THE RIGHT TO BREASTFEED

Under the District of Columbia Human Rights Act of 1977, as amended, an employer must provide reasonable accommodations for breastfeeding. Reasonable accommodations include:  
- Providing a private, clean, and secure area for breastfeeding.  
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## OFFICE OF WORKERS' COMPENSATION

4050 MINNAPOLIS AVENUE, N.E., WASHINGTON, DC 20019  
(202) 671-1000 / (202) 671-1929 (TDD)  
www.doeshq.com

## Parental Leave Act Workplace Poster

**Know Your Rights in the District of Columbia**  
The Parental Leave Act provides eligible employees with up to 12 weeks of paid parental leave for the birth or adoption of a child. For more information, visit [www.doeshq.com](http://www.doeshq.com).

**Work Leave for Parenting Purpose**  
The Parental Leave Act provides eligible employees with up to 12 weeks of paid parental leave for the birth or adoption of a child. For more information, visit [www.doeshq.com](http://www.doeshq.com).

**Eligibility**  
You are eligible to take up to 12 weeks of paid parental leave if you have worked for your employer for at least 12 weeks in the 52 weeks immediately preceding the start of your leave.

**Maximum Leave Entitlement**  
Each eligible worker has up to 12 weeks of leave in the 52 weeks immediately preceding the start of your leave. The maximum leave entitlement is 12 weeks, whether you are a full-time or part-time employee.

**Applying for Benefits**  
If you have experienced an event that may qualify for benefits, you should apply for benefits with the Office of Paid Family Leave as soon as possible. You can apply for benefits through the Internet at [www.doeshq.com](http://www.doeshq.com).

## PROVISIONS OF THE D.C. CHILD LABOR LAW

**EMPLOYMENT OF MINORS, D.C. CODE, TITLE 3, CHAPTER 5, SECTION 36-501 THROUGH 36-524, JUNE 15, 1976**  
This law prohibits the employment of minors in certain hazardous occupations. For more information, visit [www.doeshq.com](http://www.doeshq.com).

**Prohibited Occupations**  
Minors are prohibited from working in the following occupations:  
- Operating machinery.  
- Working in or about mines, quarries, or other places where there is a risk of injury.  
- Working in or about places where there is a risk of injury.

## Equal Employment Opportunity (EEO) Workplace Poster

**Know Your Rights in the District of Columbia**  
The Equal Employment Opportunity Act prohibits employers from discriminating against employees based on race, sex, religion, and other protected characteristics. For more information, visit [www.doeshq.com](http://www.doeshq.com).

**Prohibited Actions by Employers**  
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## EMPLOYEE RIGHTS IN THE DISTRICT OF COLUMBIA

**Do you know your rights as an employee working in Washington, DC?**  
Employees have the right to:  
- A safe and healthy work environment.  
- Fair wages and benefits.  
- Paid family and medical leave.  
- A voice in the workplace.

**Minimum Wage Rates**  
The minimum wage rate in the District of Columbia is \$15.00 per hour. For more information, visit [www.doeshq.com](http://www.doeshq.com).

**Office of Human Rights**  
The Office of Human Rights enforces the District of Columbia Human Rights Act. For more information, visit [www.doeshq.com](http://www.doeshq.com).

**Office of the Attorney General**  
The Office of the Attorney General represents the District of Columbia. For more information, visit [www.doeshq.com](http://www.doeshq.com).

## 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)**  
This law provides eligible employees with accrued sick and safe leave. For more information, visit [www.doeshq.com](http://www.doeshq.com).

**Accrued Sick Leave**  
Employees are entitled to 7 days of accrued sick leave per year. For more information, visit [www.doeshq.com](http://www.doeshq.com).

**Safe Leave**  
Employees are entitled to 1 day of accrued safe leave per year. For more information, visit [www.doeshq.com](http://www.doeshq.com).

## FAMILY PROTECTIONS & RESOURCES

**It is important that you know about these DC laws if you are pregnant, have a child, or are breastfeeding or chestfeeding.**  
For more information, visit [www.doeshq.com](http://www.doeshq.com).

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## DISTRICT OF COLUMBIA MINIMUM WAGE POSTER

**MINIMUM WAGE RATES**  
The minimum wage rate in the District of Columbia is \$15.00 per hour. For more information, visit [www.doeshq.com](http://www.doeshq.com).

**EMPLOYERS WHO DO NOT RECEIVE TIPS**  
The minimum wage rate for employees who do not receive tips is \$15.00 per hour. For more information, visit [www.doeshq.com](http://www.doeshq.com).

**EMPLOYERS WHO RECEIVE TIPS**  
The minimum wage rate for employees who receive tips is \$5.00 per hour. For more information, visit [www.doeshq.com](http://www.doeshq.com).

**Minimum Wage Exemptions**  
The minimum wage provisions do not apply to certain employees. For more information, visit [www.doeshq.com](http://www.doeshq.com).

**Overnight Exemptions**  
The overtime provisions do not apply to certain employees. For more information, visit [www.doeshq.com](http://www.doeshq.com).

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**NAME OF BUSINESS COMPANY**  
Address:  
Phone:  
NAME OF EMPLOYER  
Address:  
Phone:  
Employee Representative:  
If number of Employer  
If number of employees, employee representative (FTE)

**THIS NOTICE IS TO BE POSTED CONSPICUOUSLY IN AND ABOUT EMPLOYER'S PLACE(S) OF BUSINESS**  
Revised 3/2017

**ALLC 20241220**  
January 2025

**Compliance Date**  
January 2025

**Notice to Employers / Employees**  
Your rights and the minimum wage law that applies to you are posted in your work area. For more information, visit [www.doeshq.com](http://www.doeshq.com).

