

AN ACT

**D.C. ACT 22-489**

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

**OCTOBER 23, 2018**

To repeal the Initiative No. 77 – Minimum Wage Amendment Act of 2018; to require the Mayor to create an easily accessible Internet website that describes the various District wage-and-hour and anti-discrimination laws, to launch a public-education campaign to raise awareness and educate the public about the rights of tipped workers, and to create and staff a tip-violation line to receive complaints specifically related to wage laws in the District; to amend the Service Improvement and Fiscal Year 2000 Budget Support Act of 1999 to require the Office of Human Rights to provide a sexual-harassment training course for employees of businesses that employ tipped workers or to allow the Office of Human Rights to certify a list of providers who may provide such training; to amend the Minimum Wage Act Revision Act of 1992 to require employers who employ tipped workers to provide their employees with a tip-out sheet each pay period and to use a third-party to prepare payroll, to require the third-party payroll preparer to report certain wage data on a quarterly basis, including the employer’s tip-out policy, to the Department of Employment Services, to require the tip portal operated by the Mayor to be user-friendly to enable an employee to report easily to the Director of the Department of Employment Services an alleged wage-theft violation and to accept the submission of electronic spreadsheets with wage information instead of requiring the manual entry of such data, and to create the Tipped Workers Coordinating Council; and to amend An Act To provide for the payment and collection of wages in the District of Columbia to require that business owners or operators who employ tipped workers attend, at least once annually, training on the requirements of the District’s wage-theft law, that managers who are employed by an employer that employs tipped workers attend, at least once annually, an in-person training on the requirements of the District’s wage-theft law, that employers of tipped workers provide employees with the opportunity to attend training on the requirements of the District’s wage-theft law, and that employers of tipped workers annually certify to the Department of Employment Services that such training requirements have been met.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the “Tipped Wage Workers Fairness Amendment Act of 2018”.

**ENROLLED ORIGINAL**

Sec. 2. The Initiative No. 77 -- Minimum Wage Amendment Act of 2018, effective October 11, 2018 (D.C. Law 22-163; 65 DCR 8513), is repealed.

Sec. 3. District of Columbia labor law universal notice requirements.

(a)(1) The Mayor shall create and maintain an Internet website that states the rights and benefits to which an individual is entitled under the following District of Columbia labor and anti-discrimination laws:

(A) Living Wage Act of 2006, effective June 8, 2006 (D.C. Law 16-118; D.C. Official Code § 2-220.01 *et seq.*);

(B) Human Rights Act of 1977, effective December 13, 1977 (D.C. Law 2-38; D.C. Official Code § 2-1401.01 *et seq.*);

(C) District of Columbia Family and Medical Leave Act of 1990, effective October 3, 1990 (D.C. Law 8-181; D.C. Official Code § 32-501 *et seq.*);

(D) Parental Leave Act of 1994, effective August 17, 1994 (D.C. Law 10-146; D.C. Official Code § 32-521.01 *et seq.*);

(E) Accrued Sick and Safe Leave Act of 2008, effective May 13, 2008 (D.C. Law 17-152; D.C. Official Code § 32-531.01 *et seq.*);

(F) Universal Paid Leave Amendment Act of 2016, effective April 7, 2017 (D.C. Law 21-264; D.C. Official Code § 32-541.01 *et seq.*);

(G) Minimum Wage Act Revision Act of 1992, effective March 25, 1993 (D.C. Law 9-248; D.C. Official Code § 32-1001 *et seq.*);

(H) Building Service Employees Minimum Work Week Act of 2016, effective October 8, 2016 (D.C. Law 21-157; D.C. Official Code § 32-1051.01 *et seq.*);

(I) Protecting Pregnant Workers Fairness Act of 2014, effective March 3, 2015 (D.C. Law 20-168; D.C. Official Code § 32-1231.01 *et seq.*);

(J) An Act To provide for the payment and collection of wages in the District of Columbia, approved August 3, 1956 (70 Stat. 976; D.C. Official Code § 32-1301 *et seq.*); and

(K) District of Columbia Workers' Compensation Act of 1979, effective July 1, 1980 (D.C. Law 3-77; D.C. Official Code § 32-1501 *et seq.*).

(2) The Internet website also shall:

(A) Contain information on how to utilize the reporting system established pursuant to section 4(b).

(B) Contain other information on how an individual may submit a labor-related or anti-discrimination complaint to the Mayor; and

(C) List resources, including contact information for legal services or community-based organizations as approved by the Mayor, that an individual may consult if the individual believes his or her rights under one or more of the labor and anti-discrimination laws listed in paragraph (1) of this subsection have been violated.