

Upcoming Deadlines/Changes to DC Employment Law

June 3, 2024
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The District of Columbia takes a very active approach to regulating the employer-employee relationship, which frequently results in new obligations being imposed on employers. These obligations can oftentimes be difficult for small and mid-market businesses to monitor. Despite this difficulty, the DC Government has become increasingly more aggressive in bringing enforcement actions against employers. Therefore, it's essential to be proactive in identifying new obligations and ensuring compliance, thereby minimizing the likelihood of getting caught flat-footed and having to pay fines. Importantly, a few of these obligations and deadlines are quickly approaching.

Wage Transparency Act^[1]

Beginning on June 30, 2024, employers with one or more employees in the District of Columbia will be required to disclose a greater amount of information to prospective job applicants. Specifically, employers will be required to list the anticipated compensation in all job listings by providing a good faith approximation of minimum and maximum salary or hourly pay. The Wage Transparency Act also mandates that employers disclose the existence of healthcare benefits that the prospective employee may receive prior to the initial interview. Moreover, the act prohibits employers from seeking a job applicant's wage history and screening prospective employees based upon that information.

Minimum Wage Increase^[2]

Earlier this year, the District of Columbia Department of Employee Services announced a minimum wage increase. On July 1, 2024, the D.C. minimum wage will experience a modest bump, jumping to \$17.50. Additionally, the base minimum wage for tipped employees will increase to \$10.00. These increases will affect all employers within the District of Columbia, regardless of size.

Impending Deadline for Report to DDOT Displaying Compliance with Parking Cashout Law

In 2020, the District of Columbia enacted the Parking Cash Out Law, which imposes notable obligations on employers with twenty or more employees that offer free or subsidized parking. Under the parking cashout law,^[3] employers are required to offer either (a) a clean air transportation benefit in an amount equal to or greater than the parking benefit offered to employees, (b) a transportation demand management plan to reduce employee commuter trips made by car, or (c) pay a clean air compliance fee of \$100 per month for each benefit who is offered a parking benefit. To monitor compliance, employers are required to submit a report to the District's Department of Transportation ("DDOT") every two years that shows the employer's compliance. Additionally, employers that are exempt from this statute are also required to submit a report outlining the basis for their exemption. The first report was due to the DDOT by January 15, 2023, which means the deadline for the next report will be in roughly six months.

Disclaimer: The contents of this blog should not be considered legal advice

[1] [Chapter 14A. Wage Transparency. | D.C. Law Library \(dccouncil.gov\)](#)

[2] [GOVERNMENT OF THE DISTRICT OF CO](https://does.dc.gov/sites/default/files/dc/sites/does/publication/attachments/DOES_OWH%202024%20Minimum%20Wage%20Increase%20Notice.pdf)https://does.dc.gov/sites/default/files/dc/sites/does/publication/attachments/DOES_OWH%202024%20Minimum%20Wage%20Increase%20Notice.pdf[LUMBIA \(dc.gov\)](#)

[3] [D.C. Law 23-113. Transportation Benefits Equity Amendment Act of 2020. | D.C. Law Library \(dccouncil.gov\)](#)