OVERTIME EXCEPTIONS

At least 1 ½ times the regular rate of pay for all hours worked over 40 hours in a workweek.

MINIMUM WAGE

The District of Columbia Minimum Wage Act, effective November 12, 2015, became applicable to direct care workers employed by agencies and other third-party employers. Direct care workers are workers engaged in providing personal care services to individuals with disabilities or elderly individuals, including but not limited to personal care, housekeeping, and cooking.

The minimum wage for these workers is $6.36 per hour.

Additionally, the paid sick leave requirements, order reinstatement of employees who are terminated, as a result of asserting rights to paid sick leave, and other provisions of this Act shall be assessed a civil penalty in the amount of not more than $250 for each employee or person whose rights under the Act are violated. The money deposited into the Fund, and interest earned, shall not revert to the unrestricted fund balance of the General Fund of the District of Columbia but shall be used to fund the Office of Human Rights, the Wage-Hour Compliance Unit of the Department of Labor Standards Bureau, and the Education and Training Program of the Department of Employment Services.

In-Person

For any subsequent offense, an amount per affected employee of not more than $2,500; for any subsequent offense, an amount per affected employee of not more than $5,000.

For In-Person

For any subsequent offense, $100 for each employee or person whose rights under the Act are violated. The money deposited into the Fund, and interest earned, shall not revert to the unrestricted fund balance of the General Fund of the District of Columbia but shall be used to fund the Office of Human Rights, the Wage-Hour Compliance Unit of the Department of Labor Standards Bureau, and the Education and Training Program of the Department of Employment Services.

For In-Person

The alleged violation of the various provisions of the Workers’ Compensation law provides for civil penalties.

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