



DISTRICT OF COLUMBIA

Labor Laws

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Since 1953

Minimum Wage

DOES

DISTRICT OF COLUMBIA
DEPARTMENT OF EMPLOYMENT SERVICES

GOVERNMENT OF THE DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES

DISTRICT OF COLUMBIA MINIMUM WAGE POSTER

MINIMUM WAGE RATES

EMPLOYERS WHO DO NOT RECEIVE TIPS	EMPLOYEES WHO RECEIVE TIPS
\$15.00 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
\$16.10 per hour beginning July 1, 2022	\$5.35 per hour beginning July 1, 2022
\$17.00 per hour beginning July 1, 2023	\$6.00 per hour beginning May 1, 2023
\$17.50 per hour beginning July 1, 2024	\$8.00 per hour beginning July 1, 2023
	\$10.00 per hour beginning July 1, 2024

The minimum wage increases each year in proportion to the Consumer Price Index for both employees who do not receive tips and for employees who do receive tips.

MINIMUM WAGE EXCEPTIONS

The minimum wage provision does not apply in instances where other laws or regulations establish minimum wages for the following:

- Handicapped workers may be paid less only when the employer has received 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, ended the exception for adult learners. Newly hired persons 18 years of age or older must be paid the established District of Columbia minimum wage immediately upon hire.
- The minimum wage provision does not apply to persons:
 - employed in a bona fide executive, administrative, professional, computer, or outside sales capacity; or
 - engaged in the delivery of newspapers to the homes of the consumers.

OVERTIME PAY
Employees must be paid 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 does not apply to persons employed:

- In a bona fide executive, administrative, professional, computer, or outside sales capacity.
- As a seamstress, railroad worker, or newspaper carrier.
- By an air carrier employee who voluntarily exchanges workdays with another employee for the primary purpose of utilizing air travel benefits available to these employees.
- As a salesperson, parts person, 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 final purchasers.

NOTES: The Car Wash Employee Overtime Amendment Act of 2012, effective May 31, 2012, removed the overtime exception for employees of a car wash. Car wash employees are entitled to overtime for all hours worked over a forty-hour workweek.

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 | does.dc.gov

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MURIEL BOWSER, MAYOR

NOTICE: 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 U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Wage Transparency

Department of Employment Services Wage Transparency

For the purposes of this chapter, the term:

- "Compensation" means all forms of monetary and nonmonetary benefits an employer provides or promises to provide an employee in exchange for the employee's services to the employer.
- "Employee" means an individual employed by an employer.
- "Employer" means an individual, firm, association, or corporation that employs at least one employee in the District, except that the term "employer" does not include:

 - (i) The District government;
 - (ii) Federal contractors;
 - (iii) Federally funded research and development centers;
 - (iv) Religious organizations;
 - (v) State governments;
 - (vi) The U.S. Congress;
 - (vii) The U.S. Senate or House of Representatives;
 - (viii) The U.S. Supreme Court;
 - (ix) The U.S. Postal Service;
 - (x) The U.S. Mint;
 - (xi) The U.S. Patent and Trademark Office;
 - (xii) The U.S. Copyright Office;
 - (xiii) The U.S. Library of Congress;
 - (xiv) The U.S. National Archives and Records Administration;
 - (xv) The U.S. Environmental Protection Agency;
 - (xvi) The U.S. Nuclear Regulatory Commission;
 - (xvii) The U.S. Securities and Exchange Commission;
 - (xviii) The U.S. Commodity Futures Trading Commission;
 - (xix) The U.S. Small Business Administration;
 - (xx) The U.S. Office of the Secretary of Defense;
 - (xxi) The U.S. Office of the Director of National Intelligence;
 - (xxii) The U.S. Office of the Director of National Security;
 - (xxiii) The U.S. Office of the Director of Central Intelligence;
 - (xxiv) The U.S. Office of the Director of National Economic Council;
 - (xxv) The U.S. Office of the Director of National Space Policy;
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