



ATTENTION DISTRICT OF COLUMBIA EMPLOYERS

Our goal as your **RELIABLE** labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be **other requirements** that your company is subject to in addition to posting your labor law posters in a conspicuous location.

- Employers with 20 or more employees in the District of Columbia must post the **New COVID-19 Leave** notice in a conspicuous location. Go to the following link to download a PDF of the poster: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
- Under the Paid Family Leave (PFL) Law, employers must provide the PFL notice in electronic or physical form to all employees as follows: 1. At least once between Feb. 1, 2020 and Feb. 1, 2021, and at least once a year thereafter. 2. At the time of hire to all new employees hired after Feb. 1, 2020. 3. To individual employees when the employer receives direct notice after Feb. 1, 2020 of the employee's need for leave due to an event that could qualify for PFL benefits.
- The Protecting Pregnant Workers Fairness Act on your poster includes a notice requirement in addition to the posting requirement. All District employers must provide written notice of the law to an employee within 10 days of the employee notifying their employer of their pregnancy or other condition addressed in the Act.

For further information, please go to the DC Office of Human Rights web page at <https://ohr.dc.gov> or call **202-727-4559**.

- The Wage Theft Prevention Amendment Act of 2014 on your poster, which went into effect in February 2015, includes a notice requirement in addition to the posting requirement. Employers must meet this notice requirement by providing written notice to each employee of the terms of their employment.

For a list of publications and further information about the Wage Theft Prevention Act, please call **202-671-1880** or go to the DC Department of Employment Services (DOES) Wage & Hour Compliance web page at the following address: <https://does.dc.gov/service/office-wage-hour-compliance>.

- Under the DC **No Smoking** law, it is a violation for an employer, owner, manager, or person in authority to permit smoking in prohibited areas or to fail to post **No Smoking** signs. You can download a No Smoking sign for DC on our Free Specialty Labor Law posters page at the following address: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

- If **applicants for employment** are normally seen in an area **other than where you post your federal labor law poster**, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.

- If your state has an **E-Verify law** (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
 - Only employers who have registered should post the required posters which can be downloaded free during registration.
 - DHS prohibits commercial sale of these posters by third parties.

For these reasons E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at <https://www.e-verify.gov/> or call 888-464-4218.

Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company's industry, type of commerce, sector, location, or workforce, **additional specialized notices may be required** by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.