

Tipped Wage Workers Fairness Amendment Act

Got tips? Got Rights!

Know Your Rights in the District of Columbia



RIGHTS AND BENEFITS FOR EMPLOYEES WHO RECEIVE TIPS AS SALARY

The Tipped Wage Workers Fairness Amendment Act (TWWF) requires District employers who hire individuals earning tips as wages to inform their employees about their rights and benefits. Some of the laws providing these rights are enforced by The Office of Human Rights (OHR) and others are enforced by the Department of Employment Services (DOES).

WORKER RIGHTS UNDER LAWS ENFORCED BY THE D.C. OFFICE OF HUMAN RIGHTS

- To be free from discrimination in the workplace based on the protected traits under the DC Human Rights Act;
- To be free from workplace harassment, including sexual harassment;
- To request and use unpaid family and medical leave if eligible and qualified and working for a covered employer with 20 or more employees;
- To request time off to attend a child's school-related activities;
- To be provided with reasonable accommodation in the workplace for religious reasons, a disability or for medical conditions related to pregnancy;
- To be free from interference and retaliation under the Universal Paid Leave Act;
- To be free from employer retaliation for discussing or exercising any of these rights; and
- To file a complaint for violation of workplace human rights with the DC Office of Human Rights (OHR.)
- If you encounter issues related to these rights, file a complain with OHR (QR CODE Here)

You also have Wage and Hours Rights under laws enforced by DOES:

- To be paid at least the minimum wage;
- To be paid on time;
- To receive a detailed pay stub;
- To accrue and use paid sick and safe leave;
- To be able to get paid leave for certain qualifying events under the Universal Paid Leave Act;
- To be compensated for work-related illness or injury; and
- To file a complaint for violation of workplace wages to the Department of Employment Services (DOES.)

If you encounter issues related to these rights, contact DOES Office of Wage-Hour at (202) 671-1880 or visit does.dc.gov (file a claim).

EMPLOYER POSTING AND NOTIFICATION REQUIREMENTS

Employers must post and maintain these notices in a visible location where all employees have access, such as a breakroom, and distribute their anti-sexual harassment policy to all employees, including how to file a sexual harassment complaint with OHR.

HOW TO FILE A VIOLATION COMPLAINT WITH THE OFFICE OF HUMAN RIGHTS (OHR)

If you believe that an employer in the private sector has wrongfully denied or violated any of these rights and benefits, including a sexual harassment claim, you can file a complaint with OHR within one year of the incident; simply complete an intake questionnaire scanning here (QR Code) or visit our website and submit it to OHR at ohr.dc.gov/service/file-discrimination-complaint.

Questions about the OHR process can also be answered by phone at (202) 727-4559

Questions about the DOES process can also be answered by phone at (202)671-1880

For inquiries regarding the types of complaints OHR adjudicates, email OHR at ohr@dc.gov, or to submit an anonymous tip email tipsdc@dc.gov.