

1 Brianne K. Nadeau

2 Councilmember Brianne Nadeau

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4 Councilmember Robert White



Councilmember David Grosso



Councilmember Mary M. Cheh



Councilmember Charles Allen



Councilmember Brandon T. Todd

16 A BILL

18
19 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

22
23 To amend the Wage Transparency Act of 2014 to prohibit an employer from screening
24 prospective employees based on their wage history or seeking the wage history of a
25 prospective employee.

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27 BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this
28 act may be cited as the “Fair Wage Amendment Act of 2020”.

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30 Sec. 2. The Wage Transparency Act of 2014 is amended as follows:

31 (a) Section 2 is amended as follows:

32 (1) Paragraph (2) is amended as follows:

33 (A) Strike the phrase “an individual, firm, association, or corporation” and
34 insert the phrase “a person” in its place.

35 (B) Strike the phrase “the District or”.

36 (2) Paragraph (3) is amended by striking the period at the end and inserting the
37 phrase “and shall also include all nonmonetary compensation.”.

38 (3) A new paragraph (4) is added to read as follows:

39 “(4) “Wage history” means information related to wages an employee has
40 received from employers other than the inquiring employer.”.

41 (b) Section 3 is amended as follows:

42 (1) Paragraph (2) is amended to read as follows:

43 “(2) Discharge, discipline, interfere with, negatively affect the terms and
44 conditions of employment, or otherwise retaliate against an employee who inquiries about,
45 discloses, compares, or otherwise discusses the employee’s wages or the wages of another
46 employee or is believed by the employer to have done so;”.

47 (2) New paragraphs (4) and (5) are added to read as follows:

48 “(4) Screen prospective employees based on their wage history; including by
49 requiring that a prospective employee’s wage history satisfy minimum or maximum criteria or
50 by requesting or requiring as a condition of being interviewed or as a condition of continuing to
51 be considered for an offer of employment that a prospective employee disclose his or her wage
52 history; or

53 “(5) Seek the wage history of a prospective employee from the individual’s
54 present or past employer except where:

55 “(A) The employer has made an offer of employment with compensation
56 to the prospective employee and seeks such information for the sole purpose of confirming
57 information about the prospective employee’s wage history; and

58 “(B) The prospective employee has provided written authorization for the
59 employer to receive the specific information sought.”.

60 (c) A new section 5a is added to read as follows:

61 “Sec. 5a. Notice.

62 An employer shall post a notice in its workplace notifying employees of their rights under
63 this act. The notice shall be posted in a conspicuous place in at least one location where
64 employees congregate.”.

65 Sec. 3. Fiscal impact statement.

66 The Council adopts the fiscal impact statement in the committee report as the fiscal
67 impact statement required by section 4a of the General Legislative Procedures Act of 1975,
68 approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

69 Sec. 4. Effective date.

70 This act shall take effect following approval by the Mayor (or in the event of veto by the
71 Mayor, action by the Council to override the veto), a 30-day period of congressional review as
72 provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December
73 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of
74 Columbia Register.

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