

GOVERNMENT OF THE DISTRICT OF COLUMBIA

Department of Employment Services

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What is the Office of Wage-Hour's “Zip Code Project”?

DOES’s Office of Wage Hour has commenced its first agency-directed wage theft outreach program entitled “Zip Code Project.” This project provides a citywide foot patrol of businesses to educate employers on the Wage Theft Prevention Amendment Act that took effect on February 26, 2015 as well as all other applicable laws overseen by the Labor Standards Bureau. The project’s aim is to increase compliance and understanding among employers across the District.

The Office of Wage Hour has partnered with other divisions within the Labor Standards Bureau, such as Workers’ Compensation and Occupational Safety and Health, to ensure each business has the required posters in conspicuous places for all employees to read.

The Office of Wage Hour will also randomly review business payroll records to ensure there are no violations of payroll record keeping and they will run through a checklist to document that the business is in full compliance of all the required laws and that no violations exist.

If any violations are found, the investigator will identify each of the violations on the checklist and will provide the establishment a copy of their finding. Staff will also retain a copy of the violation(s) found on that day and time. If an establishment has questions concerning the law, the staff will have information to clarify any provision of the law that needs to be brought to the attention of the business owner or manager. The Office of Wage Hour will also follow-up with the establishments with regard to the violations within 30 calendar days to ensure compliance.

The “Zip Code Project” will be prioritizing industries with historically high rates of labor-standards violations like: construction, food services, home health care, daycare and retail industries.

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