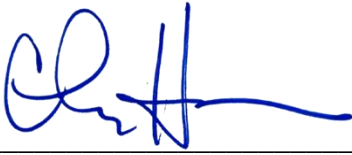


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Councilmember Christina Henderson



Councilmember Brianne Nadeau



Councilmember Janeese Lewis George



Councilmember Anita Bonds



Councilmember Brooke Pinto

A BILL

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To amend the Wage Transparency Act of 2014 to allow prospective employees access to the pay scale of positions from employers. Moreover, requiring private employers of 25 employees or more persons to disclose the schedule of benefits to prospective employees.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the “Pay Scale and Benefits Disclosure Amendment Act of 2023”.

Sec. 2. The Wage Transparency Act of 2014 effective March 11, 2015 (D.C. Law 22-19; D.C. Official Code § 32-1451 *et seq.*), is amended by adding a new section 4a to read as follows:

“Sec. 4a. Employer Disclosure.

“(a) Employers are required to provide applicants minimum and maximum projected wages in job listings; position descriptions; and non-wage compensation for positions advertised.

“(b) Employers shall disclose to applicants the schedule of benefits including bonuses, benefits, stocks, bonds, options, equity, or ownership, that employees may receive.

37           “(c) For the purposes of this section the term “Employer” means an individual, firm,  
38 association, or corporation who uses the services of at least 25 individuals for pay in the District;  
39 provided, that the term employer does not include the District or the federal government.”.

40           Sec. 3. Applicability.

41           (a) This act shall apply upon the date of inclusion of its fiscal effect in an approved  
42 budget and financial plan.

43           (b) The Chief Financial Officer shall certify the date of the inclusion of the fiscal effect in  
44 an approved budget and financial plan, and provide notice to the Budget Director of the Council  
45 of the certification.

46           (c) The Budget Director shall cause the notice of the certification to be published in the  
47 District of Columbia Register.

48           (d) The date of publication of the notice of the certification shall not affect the  
49 applicability of this act.

50           Sec. 4. Fiscal Impact Statement.

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

54           Sec. 5. Effective date.

55           This act shall take effect following approval by the Mayor (or in the event of veto by the  
56 Mayor, action by the Council to override the veto), a 30-day period of congressional review as  
57 provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December  
58 21, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of  
59 Columbia Register.