

## District of Columbia Implements Wage Transparency Law

On January 12, 2024, the District of Columbia (D.C.) passed the [Wage Transparency Omnibus Amendment Act 2023](#) (the “Act”), requiring employers to be more transparent about their compensation and benefits to prospective employees beginning June 30, 2024. The Act also prohibits employers from screening job candidates based on their wage history or seeking a candidate’s wage history. Review the suggested actions below for how to comply with the Act.

**Employers Impacted:** Employers with one or more employees performing work in D.C.

**Effective Date:** June 30, 2024.

**Suggested Actions:**

- Review and update recruiting processes and procedures as needed.
  - Job postings and job advertisements must include a good faith minimum and maximum salary or hourly information for the position at the time of the posting. Be prepared to disclose compensation ranges for all new positions posted on or after June 30, 2024.
  - Ensure a job candidate’s wage history is not requested on the job application or discussed during the interview process.
  - The schedule of eligible benefits, including bonuses, healthcare and other wellness benefits, stocks, bonds, options, equity and nonmonetary remunerations must be provided to the job candidate before the first interview.
  - Train managers, recruiting staff and all other individuals who participate in the pre-employment process on the requirements.
- Print and post the required notice.
  - TriNet’s vendor, PosterElite, will send your designated contact an email containing a link to the notice once available. The email will come from [posters@compliance.TriNet.com](mailto:posters@compliance.TriNet.com) with the subject line, “Labor Law Poster Update Program - Notification of Changes that Affect Your Business.”
  - You are responsible for opening the electronic update, printing and posting the notice in at least one location where worksite employees gather.
  - PosterElite will make the notice available on the ePoster portal for remote worksite employees assigned to a D.C. work location in the [TriNet platform](#).
- For additional pay transparency considerations, including requirements for other states and localities, review our [Wage Disclosure and Transparency Requirements](#) knowledge article and the [Fair Labor Standards Act and Wage and Hour](#) subpage of the Regulatory Resources microsite.

As a reminder, the [Regulatory Resources site](#) provides current and past compliance communications on the Federal and State HR Compliance Updates subpage.

If you have any questions, log in to TriNet ([login.TriNet.com](https://login.TriNet.com)) and click Contact TriNet. If you are unable to log in, [watch this short video](#) or go to TriNet ([login.TriNet.com](https://login.TriNet.com)) and select one of the following options: Forgot Password, Forgot ID, Unlock Account, Login Help.

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