

COUNCIL OF THE DISTRICT OF COLUMBIA
COMMITTEE ON EXECUTIVE ADMINISTRATION AND LABOR
NOTICE OF PUBLIC HEARING
1350 Pennsylvania Avenue, NW, Washington, DC 20004 REVISED & ABBREVIATED

COUNCILMEMBER ANITA BONDS, CHAIRPERSON
COMMITTEE ON EXECUTIVE ADMINISTRATION AND LABOR

ANNOUNCES A PUBLIC HEARING

on the matter of

B25-0026 – Pay Range Act of 2023

B25-0140 – Fair Wage Amendment Act of 2023

B25-0194 – Pay Scale and Benefits Disclosure Amendment Act of 2023

on

Wednesday, June 14, 2023 at 10:30 am

Via Zoom

[https://dccouncil-
us.zoom.us/j/86575792031?pwd=OEpPWnNBUXdlUGpVbVhRYUZURE9zdz09](https://dccouncil-us.zoom.us/j/86575792031?pwd=OEpPWnNBUXdlUGpVbVhRYUZURE9zdz09)

This notice of a public hearing was revised to reflect the change of date from Thursday, June 8, 2023 to Wednesday, June 14, 2023.

On Wednesday, June 14, 2023, Councilmember Anita Bonds will hold a public hearing to discuss B25-0026 – Pay Range Act of 2023, B25-0140 – Fair Wage Amendment Act of 2023, and B25-0194 – Pay Scale and Benefits Disclosure Amendment Act of 2023.

B25-0026, the **Pay Range Act of 2023**, establishes requirements prohibiting employers from posting a job advertisement without including the minimum and maximum salary or hourly pay information.

B25-0140, the **Fair Wage Amendment Act of 2023**, prohibits an employer from screening prospective employees based on their wage history or inquiring about the wage history of a prospective employee.

B25-0194, the **Pay Scale and Benefits Disclosure Amendment Act of 2023**, requires private employers with over 25 employees to disclose the pay scale and benefits associated with positions advertised to prospective employees.

Currently, there is no requirement for private employers in the District to post salaries or a salary range on job announcements. Moreover, there are no expressed prohibitions on employers from inquiring about and screening candidates based on their wage histories. Wage transparency helps to increase pay equity in the workplace. Transparency regarding employment earnings is the first step in discerning existing pay disparities, especially concerning disparities amongst gender, sexual orientation, and race. For any questions or concerns, please contact Kevin Chavous at kchavous@dccouncil.gov.

Persons who wish to testify are requested to either email the Committee at ceal@dccouncil.gov or telephone the Committee at (202) 724-8198, at least two business days before the hearing and provide their name, address, telephone number, email address, organizational affiliation and title, if any. Each witness will receive an individual Zoom invitation for the hearing in a separate e-mail. Witnesses are encouraged to submit an electronic version of their testimony to ceal@dccouncil.gov. Oral testimony will be limited to 5 minutes for those testifying on behalf of an organization and 3 minutes for those testifying on behalf of themselves.

All Councilmembers will receive an individual Zoom invitation for the hearing in a separate email. The hearing can be viewed on Cable Channel 13 (DCCTV), at www.dccouncil.gov and www.entertainment.dc.gov, and on the Committee on Executive Administration and Labor's YouTube (<https://www.youtube.com/@EALCommittee/streams>).

Witnesses who anticipate needing language interpretation or require sign language interpretation are encouraged to inform the Committee of the need as soon as possible but no later than five business days before the proceeding. The Committee will make every effort to fulfill timely requests, however requests received in less than five business days may not be fulfilled and alternatives may be offered.

If someone is unable to testify at the public hearing, written statements are encouraged and will be made a part of the official record. Written statements should be submitted to the Committee on Executive Administration and Labor, John A. Wilson Building, 1350 Pennsylvania Avenue, N.W., Suite 116, Washington, D.C. 20004 or by email at ceal@dccouncil.gov. The record will close at 5:00 p.m. on Wednesday, June 24, 2023.