



Advisory Neighborhood Commission 2A

“Serving the Foggy Bottom and West End communities of Washington, D.C.”

March 4, 2020

Chairman Phil Mendelson
Chairman
Council of the District of Columbia
1350 Pennsylvania Avenue NW, Suite 504
Washington, DC 20004
pmendelson@dccouncil.us

Mayor Muriel Bowser
Mayor
Government of the District of Columbia
1350 Pennsylvania Avenue NW
Washington, DC 20004
muriel.bowser@dc.gov

RE: Funding the Tipped Wage Workers Fairness Amendment Act of 2018

Dear Chairman Mendelson and Mayor Bowser,

At its regular meeting on February 19, 2020, Advisory Neighborhood Commission 2A (“ANC 2A” or “Commission”) considered the above-referenced matter. With seven of eight commissioners present, a quorum at a duly-noticed public meeting, the Commission voted unanimously (7-0-0), after a motion made by Commissioner Patel and seconded by Commissioner Epstein, to adopt the following resolution:

WHEREAS, the compromise to repeal Initiative No. 77 is cited as the “Tipped Wage Workers Fairness Amendment Act of 2018.” The act embedded provisions designed to prevent the abuse of tipped workers,

WHEREAS, the Mayor and the DC Council have yet to fund the provisions,

WHEREAS, one such provision was to design a portal to accept anonymous and non-anonymous wage theft complaints by employees. In addition, the Department of Employment Services must establish a public reporting system that allows employees and other members of the public to report wage-related violations. The reporting system must be available by web and telephone 24 hours a day, 7 days a week, every week for the entire calendar year,

WHEREAS, another provision directed the DC Council to create and establish a Tipped Workers Coordinating Council, which is intended to be a partnership of tipped workers, employers, and public agencies that promotes a high-quality response to tipped worker cases of wage theft and unfair labor practices, and

WHEREAS, another provision directed the Office of Human Rights (OHR) to design and provide a mandatory sexual harassment training course. The course should cover guidelines and policies that:

1. Inform employees about how they may report instances of sexual harassment to management and to OHR,
2. Distribute the employer’s sexual harassment policy to employees and post the policy in a conspicuous place accessible to all employees in the workplace, and



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3. Require sexual harassment prevention training of owners, operators, managers, and employees of tipping establishments. OHR will maintain records of each individual’s training for at least five years.

THEREFORE, BE IT RESOLVED that ANC 2A strongly urges the DC Council and the Mayor to properly promote, fully implement, and completely fund the Tipped Wage Workers Fairness Amendment Act of 2018. The act provides support, prevents abuse, and offers protections to DC’s tipped workers.

BE IT FURTHER RESOLVED that ANC 2A authorizes Commissioner Trupti Patel to testify before the DC Council regarding this resolution.

Commissioners Trupti Patel (2A03@anc.dc.gov) and Patrick Kennedy (2A01@anc.dc.gov) are the Commission’s representatives in this matter.

ON BEHALF OF THE COMMISSION.

Sincerely,

Patrick Kennedy
Chairperson

CC: Councilmember Anita Bonds, At-Large
Councilmember David Grosso, At-Large
Councilmember Elissa Silverman, At-Large
Councilmember Robert White, At-Large
Councilmember Brianne Nadeau, Ward 1
Councilmember Mary Cheh, Ward 3
Councilmember Brandon Todd, Ward 4
Councilmember Kenyan McDuffie, Ward 5
Councilmember Charles Allen, Ward 6
Councilmember Vincent Gray, Ward 7
Councilmember Trayon White, Ward 8
Dr. Unique Morris-Hughes, Director, Department of Employment Services
Michelle Garcia, Interim Director, Office of Human Rights
Nicole Goines, Mayor's Office of Community Relations and Services
Karl Racine, Attorney General of the District of Columbia