**Committee of the Whole**

**Amendment in the Nature of a Substitute**

October 16, 2018

A BILL

­22-913

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

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To require the Mayor to repeal Initiative 77 – Minimum Wage Amendment Act of 2018; to create an easily accessible notice website that describes the various District wage and hour and anti-discrimination laws; to require that the Mayor to launch a public education campaign to raise awareness and educate the public about the rights of tipped workers; to mandate that the Mayor create and staff a tip violation line to receive complaints specifically related to the wage laws in the District; to require the Office of Human Rights to provide a sexual harassment training course for employees of businesses that employ tipped workers or to allow OHR to certify a list of providers who may provide such training; mandates that business owners or operators who employ tipped workers attend, at least once annually, training on the requirements under the District’s wage theft law, as well as indicates that managers who are employed by an employer who employs tipped workers attend an in-person training, at least once annually, on the requirements of the District’s wage theft law, further dictates that employers of tipped workers provide employees with the opportunity to attend training on the requirements of the District’s wage theft law, and requires employers to certify to DOES that such training requirements have been met; dictates that employers who employ tipped workers must provide their employees with the employees tip out sheet each pay period, must use a third-party to do payroll for the employer and mandates the third-party to report certain wage data, including the employer’s tip out policy, to DOES on a quarterly basis; indicates that the tip portal operated by the Mayor should be user-friendly to enable an employee to report easily to the DOES Director an alleged theft violation and that the tip portal must accept electronic spreadsheets with wage information instead of requiring manual entry of such data; and creates the Tipped Workers Coordinating Council.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the “Tipped Wage Workers Fairness Amendment Act of 2018”.

Sec. 2. The Initiative No. 77 -- Minimum Wage Amendment Act of 2018, enacted on June 29, 2018 (D.C. Act 22-396), is repealed.

Sec. 3. District of Columbia Labor Law Universal Notice Requirements.

(a)(1) The Mayor shall create and maintain an Internet website that states the rights and benefits to which an individual is entitled under the following District of Columbia labor and anti-discrimination laws:

(A) Living Wage Act of 2006, effective June 8, 2006 (D.C. Law 16-118; D.C. Official Code §§ 2-220.01 *et seq.*);

(B) DC Human Rights Act, effective December 13, 1977 (D.C. Law 2-38; D.C. Official Code §§ 2-1402.01 *et seq.*);

(C) District of Columbia Family and Medical Leave Act of 1990, effective October 3, 1990 (D.C. Law 8-181; D.C. Official Code §§32-501 *et seq.*);

(D) District of Columbia Parental Leave Act of 1994, effective August 17, 1994 (D.C. Law 10-146; D.C. Official Code §§ 32-521.01 *et seq.*);

(E) Accrued Sick and Safe Leave Act of 2008, effective May 13, 2008 (D.C. Law 17-152; D.C. Official Code §§ 32-531.01 *et seq.*);

(F) Universal Paid Leave Amendment Act of 2016, effective April 7, 2017 (D.C. Law 21-264; D.C. Official Code §§ 32-541.01 *et seq.*);

(G) Minimum Wage Revision Act of 1992, effective March 25, 1993 (D.C. Law 9-248; D.C. Official Code §§ 32-1001 *et seq.*);

(H) Building Services Employees Minimum Work Week Act of 2016, effective October 8, 2016 (D.C. Law 21-157; D.C. Official Code §§ 32-1051.01 *et seq.*);

(I) Protecting Pregnant Workers Fairness Act of 2014, effective March 3, 2015

(D.C. Law 20-168; D.C. Official Code §§ 32-1231.01 *et seq.*);

(J) An Act To provide for the payment and collection of wages in the District of

Columbia, approved August 3, 1956 (70 Stat. 976; D.C. Official Code §§32-1301 *et seq.*); and

(K) District of Columbia Workers’ Compensation Act of 1979, effective July 1, 1980 (D.C. Law 3-77; D.C. Official Code §§ 32-1501 *et seq.*).

(2) The internet website shall also:

(A) Contain the information on how to utilize from the reporting system established pursuant to Section 4.

(B) Contain other information on how an individual may submit a labor-related or anti-discrimination complaint to the Mayor; and

(C) List resources, including contact information for legal services or community-based organizations as approved by the Mayor, that an individual may consult if the individual believes his or her rights under one or more of the labor and anti-discrimination laws listed in paragraph (1) of this subsection have been violated.

(3) The website shall be:

(A) easily accessible;

(B) user-friendly; and

(C) printer friendly.

(b)(1) The Mayor shall provide to all private employers, or make available an electronic version that can be printed and copied, a clear and concise poster that states:

(A) The address of the website established pursuant to subsection (a) of this section;

(B) A list of the laws listed in subsection (a)(1) of this section , includingwhich of the listed lawsprovides greater benefits or protections than federal law;

(C) Notice that an employee may access information and obtain a description of his or her rights under the District of Columbia laws listed on the poster;

(D) Current hourly minimum wage; and

(E) Current hourly tipped minimum wage;

(F) .

(2) The poster shall also contain an electronic or digital link (such as a QR code) that provides access to the Internet website maintained pursuant to subsection (a) of this section. The electronic or digital link shall:

(A) State “Scan here for more information regarding your employment and labor rights”;

(B) Not collect, analyze, or sell any personally identifiable information; and

(C) Be of sufficient size to be easily and effectively scanned or read by a digital device.

(3) An employer shall post the poster in a conspicuous place accessible to all employees in or about the premises of the employer. If there are one or more breakrooms or time clocks on the premises, an employer shall post the poster at each such location.

(c)(1) In addition to the requirements in subsection (b), an employer shall print copies of the information posted on the website maintained pursuant to subsection (a) of this section and compile it into a single source, such as a binder. A copy of the compiled information shall be placed at every location that a poster, as required by subsection (b) of this section, is posted.

(2) An employer shall be responsible for ensuring at least monthly that the information required to be printed and made available pursuant to paragraph (1) of this subsection is up to date and identical to the information provided on the internet website maintained pursuant to subsection (a) of this section.

(d) An employer that complies with its obligations as set forth in subsections (b) and (c) of this section shall not be not be required to comply with the posting requirements set forth in the following laws:

(1) Section 106 of the Living Wage Act of 2006, effective June 8, 2006 (D.C. Law 16-118; D.C. Official Code § 2-220.06);

(2) Section 251 of the DC Human Rights Act, effective December 13, 1977 (D.C. Law 2-38; D.C. Official Code § 2-1402.51);

(3) Section 12 of the District of Columbia Family and Medical Leave Act of 1990, effective October 3, 1990 (D.C. Law 8-181; D.C. Official Code § 32-511);

(4) Section 7 of the District of Columbia Parental Leave Act of 1994, effective August 17, 1994 (D.C. Law 10-146; D.C. Official Code § 32-521.06);

(5) Section 10 of the Accrued Sick and Safe Leave Act of 2008, effective May 13, 2008 (D.C. Law 17-152; D.C. Official Code § 32-531.09);

(6) Section 106(i) of the Universal Paid Leave Amendment Act of 2016, effective April 7, 2017 (D.C. Law 21-264; D.C. Official Code § 32-541.06(i));

(7) Section 10 of the Minimum Wage Revision Act of 1992, effective March 25, 1993 (D.C. Law 9-248; D.C. Official Code § 32-1009);

(8) Section 5 of the Building Services Employees Minimum Work Week Act of 2016, effective October 8, 2016 (D.C. Law 21-157; D.C. Official Code § 32-1051.04).

(9) Section 5 of the Protecting Pregnant Workers Fairness Act of 2014, effective March 3, 2015 (D.C. Law 20-168; D.C. Official Code § 32-1231.04); and

(10) Section 37 of the District of Columbia Workers’ Compensation Act of 1979, effective July 1, 1980 (D.C. Law 3-77; D.C. Official Code § 32-1536).

(e) Subsection (d) of this section shall not be construed to mean the requirements of this section are optional.

(f) The website required to be maintained pursuant to subsection (a) of this section, the poster required to be provided and posted pursuant to subsection (b) of this section, and the printed information required to be made available pursuant to subsection (c) of this section shall comply with the Language Access Act of 2004, effective June 19, 2004 (D.C. Law 15-167; D.C. Official Code § 2-1931 *et seq.*).

(g) The Mayor shall assess a $100 fine for each day an employer fails to meet the requirements of this section.

Sec. 4. Public Awareness Campaign and Violation Tip Line

(a)(1) Within 180 days of the effective date of this act, the Mayor shall launch a public

education campaign to raise awareness and educate the public about the rights of tipped workers pursuant to the Minimum Wage Revision Act of 1992, effective March 25, 1993 (D.C. Law 9-248; D.C. Official Code §§ 32-1001 *et seq.*), An Act To provide for the payment and collection of wages in the District of Columbia, approved August 3, 1956 (70 Stat. 976; D.C. Official Code §§32-1301 *et seq.*), and the Accrued Sick and Safe Leave Act of 2008, effective May 13, 2008 (D.C. Law 17-152; D.C. Official Code §§ 32-531.01 *et seq.*).

(2) The campaign shall include the preparation of written materials, available in concise physical format, that state in plain language the rights of tipped workers under these laws.

(3) The campaign shall place a particular emphasis on communities that are most at risk for wage and labor violations and shall publicize resources available to tipped workers to protect against wage theft.

(4) The Mayor shall distribute such materials to all workplaces that employ employees paid pursuant to Section (3)(f) of the Minimum Wage Revision Act of 1992, effective March 25, 1993 (D.C. Law 9-248; D.C. Official Code §§ 32-1001 *et seq.*), and employers shall distribute the materials to all employees.

(5) The campaign shall comply with the Language Access Act of 2004, effective June 19, 2004 (D.C. Law 15-167; D.C. Official Code § 2-1931 *et seq.*).

(b)(1) The Mayor shall create a reporting system that permits the public of violations of the Living Wage Act of 2006, effective June 8, 2006 (D.C. Law 16-118; D.C. Official Code §§ 2-220.01 *et seq.*); the Accrued Sick and Safe Leave Act of 2008, effective May 13, 2008 (D.C. Law 17-152; D.C. Official Code §§ 32-531.01 *et seq.*); Minimum Wage Revision Act of 1992, effective March 25, 1993 (D.C. Law 9-248; D.C. Official Code §§ 32-1001 *et seq.*); and An Act To provide for the payment and collection of wages in the District of Columbia, approved August 3, 1956 (70 Stat. 976; D.C. Official Code §§32-1301 et seq.).

(2) The reporting system shall:

(A) Be accessible to the public by the internet and telephone 24 hours each day and 7 days each week for the entire calendar year;

(B)(i) For the telephone component, live staff shall be available to take complaints, answer basic questions, and provide resources during business hours.

(ii) When live staff are not available to answer, a voice messaging system shall be available on which individuals may leave their contact information so that their message can be returned.

(C) Comply with the Language Access Act of 2004, effective June 19, 2004 (D.C. Law 15-167; D.C. Official Code §§ 2-1931 *et seq.*) and

(D) Allow for anonymous reporting.

(3) The Mayor shall review all reports collected on the reporting system on a weekly basis.

(4) The Mayor may investigate whether violations reported through the reporting system established by this subsection have occurred.

Sec. 5 Title II of the Service Improvement and Fiscal Year 2000 Budget Support Act of 1999 is amended to add a new section 206a to read as follows:

“Sec. 206a. Mandatory Workplace Training

“(a)(1) The Office of Human Rights (OHR) shall provide a sexual harassment training course for employees of businesses that employs an employee who is paid in accordance with section 4(f) of the Minimum Wage Act Revision Act of 1992, effective March 25, 1993 (D.C. Law 9-248; D.C. Official Code § 32-1003(f)) or shall certify a list of providers who may provide such training in accordance with the requirements put forth in this section.

“(2) OHR shall consult with groups representing victims, workers, and employers in the creation of a sexual harassment training course.

“(3) The training shall include how to respond to, intervene in and prevent sexual harassment by co-workers, management, and patrons.

“(b) Employees of businesses that employs an employee who is paid in accordance with section 4(f) of the Minimum Wage Act Revision Act of 1992, effective March 25, 1993 (D.C. Law 9-248; D.C. Official Code § 32-1003(f)) shall receive the training according to the following schedule:

“(1) Each employee shall receive training either in-person or online within 90 days of hire, unless the employee has participated in training within the past 2 years.

“(2) Employees hired before the applicability date of this subsection shall have 2 years from the applicability date of this subsection to attend training either in person or online.

“(3) Managers shall attend in-person training at least once every 2 years.

“(c) Owners or operators of businesses that employs an employee who is paid in accordance with section 4(f) of the Minimum Wage Act Revision Act of 1992, effective March 25, 1993 (D.C. Law 9-248; D.C. Official Code § 32-1003(f)) shall attend training either in person or online at least once every 2 years.

“(d) If an employee, manager, owner or operator of a business that employs an employee who is paid in accordance with section 4(f) of the Minimum Wage Act Revision Act of 1992, effective March 25, 1993 (D.C. Law 9-248; D.C. Official Code § 32-1003(f)) participates in training from a provider certified by OHR, within 30 business days of completing the training, the employer shall submit a certification to OHR that the employee, manager, owner, or operator has completed the training required in subsection (a) of this section.

“(e) OHR shall maintain records of each individual who has taken the training required in subsection (a) of this section for at least 5 years.

“(f) All employers that employs an employee who is paid in accordance with section 4(f) of the Minimum Wage Act Revision Act of 1992, effective March 25, 1993 (D.C. Law 9-248; D.C. Official Code § 32-1003(f)) shall:

“(1) By July 1, 2019, file with the Office of Human Rights a policy outlining how employees can report instances of sexual harassment to management and to OHR.

“(2) By July 1, 2019, distribute the employer’s sexual harassment policy to employees and post the policy in a conspicuous place accessible to all employees in or about the premises of the employer;

“(3) Beginning on the effective date of this section, document instances of sexual harassment reported to management, including whether the reported harasser was a non-managerial employee, managerial employee, owner, or operator.

“(4) Beginning July 1, 2019, and annually thereafter, report to the Office of Human Rights the number of instances of harassment reported to management and the total number of reported harassers who were non-managerial employees, managerial employees, owner, or operator.

(b)

Sec. 6. The Minimum Wage Act Revision Act of 1992, effective March 25, 1993 (D.C. Law 9-248; DC Official Code § 32-1001 *et seq.*) is amended as follows:

1. Section (3) (D.C. Official Code § 32-1002) is amended as follows:

(1) Paragraph (1) is redesignated as paragraph (1A).

(2) A new paragraph (1) is added to read as follows:

“(1) “Director” means the Director of the Department of Employment Services, established by Reorganization Plan No. 1 of 1980, effective April 17, 1980.”.

(3) A new paragraph (4A) is added to read as follows:

“(4A) “Manager” means the person who oversees the employees in a food or beverage establishment, such as the servers, bussers, bartenders, back waiters, hosts, and hostesses, and the general operation of the establishment.”.

(4) New paragraphs (7B), (7C), (7D), (7E), (7F), and (7G) are added to read as follows:

“(7B) “Server” means the employee in a food or beverage establishment who takes orders, and serves the food or drinks, or both.

“(7C) “Tip out” means the amount or percentage of servers’, bartenders’, or other directly tipped employees’ tips that an employee shares due to a tip-sharing policy or tip-pooling agreement, with other employees such as bussers, bartenders, back waiters, hosts, and hostesses.

“(7D) “Tip pool” means the combining of tips from multiple employees into a single amount for the purpose of sharing tips among employeess.

“(7E) “Tip pool structure” means the calculation of the portion of a tip pool an employee will provide to or receive from the pool, as a percentage of total gratuities, sales, or other factor.

“(7F) Tip sharing policy” means the written calculation of any tip-outs or tip pool structures that employees, delineated by job position or other factor, will provide to or receive from other employees.

“(7G) “Tip declaration form” means a printed form provided by an employer to an employee that shows the total tips received, including the amount of the tip outs or share of a tip pool that an individual employee provided to another employee or the amount of the tip outs or share of a tip pool that the employee received from another employee and the and the calculation by which the amount was determined, such as total tips received and hours worked.”.

(b) Section 4(g) (D.C. Official Code § 32–1003(g)) is amended as follows

“(g) Subsection (f) of this section shall not apply to an employee who receives

gratuities, unless:

“(1) The employer has provided the employee with notice of the following, included in the notice furnished pursuant to section 9(c) of this act:

“(A) The provisions of subsection (f) of this section;

“(B) If tips are not shared, state that the tipped employee shall retain all tips received;

“(C) If tips are shared, the employer’s tip sharing policy; and

“(D) The percentage by which tips paid via credit card will be reduced by

credit card fees.

“(2) If the employer uses tip sharing, the employer has posted the tip sharing

policy pursuant to section 6 of the Tipped Wage Workers Fairness Amendment Act of 2018, as approved by the Committee of the Whole on October 2, 2018 (Committee Print of Bill 22-913); and

“(3) All gratuities received by the employee have been retained by the employee, except that this provision shall not be construed to prohibit the sharing of gratuities among employees who customarily receive gratuities.”.

(c) Section 9 (D.C. Official Code § 32-1008) is amended as follows:

1. A new subsection (a-1) is added to read as follows:

“(a-1) Beginning January 1, 2020, an employer who employs an employee who is paid in accordance with section 4(f), except for a hotel employer, shall use a third-party payroll business to prepare the payroll for the employer.”.

1. Subsection (b) is amended to read as follows:

“(b) Every employer shall furnish to each employee at the time of payment of wages an itemized statement showing the following:

“(1) Date of the wage payment;

“(2) Gross wages paid;

“(3) Deductions from and additions to wages, including separate line for gratuities;

“(4) Net wages paid;

“(5) Hours worked during the pay period;

“(6) Employee’s tip declaration form for the pay period; and

“(7) Any other information as the Mayor may prescribe by regulation.

1. Subsection (c) is amended by adding a new paragraph (4A) to read as follows:

“(4A) The employer’s tip sharing policy, consistent with the requirements of

section 4(g)(1)(B) through (D);”.

1. Subsection (d)(1) is amended by adding a new subparagraph (C) to read as

follows:

“(C) Notwithstanding subparagraph (A) of this paragraph, if an employer revises its tip out policy, the employer shall provide employees with the proposed new policy prior to implementation of the revised tip out policy.”.

(d) Section 10a (D.C. Official Code §§ 32-1009.01) is amended as follows:

(1) Subsection (a) is amended to read as follows:

“(a)(1)(A) As of January 1, 2020,the third-party payroll company, required pursuant to section 9(a-1) of this act, that processes payroll for an employer who employs an employee who is paid in accordance with section 4(f) of this actshall submit a quarterly earnings report within 30 days after the end of each quarter to the Mayor certifying that the employee was paid at least the required minimum wage, including gratuities.

“(B) Prior to January 1, 2020 an employer who employs an employee who is paid in accordance with section 4(f) of this act shall submit a quarterly earnings report within 30 days after the end of each quarter to the Mayor certifying that the employee was paid at least the required minimum wage, including gratuities. .

“(C) An hotel employer who employs an employee who is paid in accordance with section 4(f) of this act shall submit a quarterly earnings report within 30 days after the end of each quarter to the Mayor certifying that the employee was paid at least the required minimum wage, including gratuities.

“(2) Each quarterly report prepared pursuant to this subsection shall include and itemize the following information:

“(A) Name of each employee;

“(B) Number of hours each employee worked each week during

the quarter for which the report is being provided;

“(C) The total pay, including gratuities, received by each employee each week during the quarter for which the report is being provided;

“(D) Average weekly wage for each employee during the quarter for which the report is being provided; and

“(E) The employer’s current tip out policy that the employer supplied to the third-party payroll company for calculation of wages during the quarter.”.

(2) Subsection (b) is amended to read as follows:

“(b)(1)(A) The Mayor shall create an Internet-based portal for online reporting of

the quarterly wage reports required by subsection (a).

“(B)(i) Prior to January 1, 2020, an employer shall submit its quarterly reports online unless the employer claims that online reporting creates a hardship, in which case the employer shall submit its reports in hard-copy form.

“(ii) As of January 1, 2020, the portal shall accept quarterly earning reports, including those in electronic spreadsheet format, filed electronically directly by a third-party payroll company or from a hotel employer.

“(C) The Internet-based portal created pursuant to subparagraph (A) of this paragraph shall be user-friendly (including, video tutorials) to enable an employee to report easily to the Director an alleged wage theft violation or other violations of this act, and shall allow reports to be made anonymously to the extent practicable.

“(D) Instructions on how to use the Internet-based portal shall comply with the requirements of the Language Access Act of 2004, effective June 19, 2004 (D.C. Law 15-167; D.C. Official Code § 2-1931 *et seq.*).

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“(2)(A) The Mayor shall make available in-person reporting requirements training to educate third-party payroll companies and hotel employers about the reporting requirements and the use of the Internet-based portal.

(B) The in-person requirement in subparagraph (A) of this paragraph shall not preclude training from occurring.”.

(e) A new section (10b) is added to read as follows:

“Sec. 10b. Tipped Workers Coordinating Council.

“(a) There is established the Tipped Workers Coordinating Council.

“(b) The Coordinating Council shall 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.

“(c) Members on the Coordinating Council shall consist of the following persons:

“(1) The Director of the Department of Employment Services, or his or her designee;

“(2) The Director of the Office of Nightlife and Culture, or his or her designee;

“(3) The Director of the Department of Consumer and Regulatory Affairs, or his or her designee;

“(4) The Director of the Office of Human Rights, or his or her designee;

“(5) A representative from the Restaurant Association of Metropolitan Washington;

“(6) A representative of the Hotel Association of Washington D.C.;

“(7) Two representatives, appointed by the Mayor, who are from District-based

organizations that engage in policy or advocacy for tipped workers; and

“(8) Three representatives, appointed by the Chairman of the Council.

“(A) Two representatives shall be from District-based organizations that

engage in policy or advocacy for tipped workers; and

“(B) One representative shall be an employer that is not part of the

restaurant or hotel industry.

“(d) The term of office for each member provided for in paragraphs (4) – (8) of subsection (c) is 3 years, except that members first appointed to the Tipped Workers Coordinating Council shall serve the following terms:

“(1) The representative from the Restaurant Association of Metropolitan

Washington, the representative from the Hotel Association of Washington D.C., and the representative, appointed by the Chairman of the Council, that is an employer that is not a part of the restaurant or hotel industry shall serve for 3 years;

“(2) One representative appointed by the Mayor that is from a District-based organization that engages in policy or advocacy for tipped workers and one representative appointed by the Chairman of the Council from a District-based organization that engages in policy or advocacy for tipped workers shall serve for 2 years; and

“(3) One representative appointed by the Mayor that is from a District-based organization that engages in policy or advocacy for tipped workers and one representative appointed by the Chairman of the Council from a District-based organization that engages in policy or advocacy for tipped workers shall serve for 1 year.

“(e) Representatives who are appointed to fill vacancies that occur before the expiration of a representative’s full term shall serve only the unexpired portion of the term.

“(f)(1) The Coordinating Council shall hold its initial meeting within 90 days of the effective date of this act.

“(2) At the initial meeting, one non-governmental member of the Coordinating

Council shall be elected as Chairperson by a majority of the Coordinating Council members.

“(g) The Coordinating Council shall establish its own procedures and requirements with respect to the place and manner in which it will conduct its meetings.

“(h) The Coordinating Council shall:

“(1) Improve coordination and functioning of the wage policies for tipped workers, investigations into wage theft by tipped workers, and reporting mechanisms for tipped workers;

“(2) Conduct regular and anonymous case reviews of all parties involved into claims of wage violations for tipped workers; and

“(3) Develop a protocol to ensure that feedback and recommendations from case reviews are incorporated into the Department of Employment Services policies, procedures, practices, training, and decisions to re-examine investigations, when applicable.”.

Sec. 6. An Act To provide for the payment and collection of wages in the District of Columbia, approved August 3, 1956 (70 Stat. 976; D.C. Official Code §32-1306(a-1)), is amended by adding a new section (6a) to read as follows:

“Sec. 6a. Training

“(a) “b)

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“”.

Sec. 7. Applicability

Section 3 and amendatory sections 10a(b)(1)(B)-(C) within section 5(c), 10b(h) within section 5(d), and 6(a-1)(1) shall apply upon the inclusion of its fiscal effect in an approved budget and financial plan, as certified by the Chief Financial Officer to the Budget Director of the Council in a certification published by the Council in the District of Columbia Register.

Sec. 8. Fiscal impact statement.

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

Sec. 9. Effective date.

This act shall take effect following approval by the Mayor (or in the event of veto by the Mayor, action by the Council to override the veto), a 30-day period of Congressional review as provided in section 602(c)(2) of the District of Columbia Home Rule Act, approved December 24, 1973 (87 Stat. 813; D.C. Official Code 1-206.02(c)(2)), and publication in the District of Columbia Register.