

1 SUBTITLE F. APPRENTICESHIP FINES

2 Sec. 4051. Short title.

3 This subtitle may be cited as the “Apprenticeship Fines Amendment Act of 2021”.

4 Sec. 4052. Section 5(c)(3) of the Amendments to An Act To Provide for Voluntary
5 Apprenticeship in the District of Columbia Act of 1978, effective March 6, 1979 (D.C. Law 2-
6 156; D.C. Official Code § 32-1431(c)(3)), is amended as follows:

7 (1) Strike the phrase “District of Columbia Public Schools” and insert the phrase
8 “Department of Employment Services” in its place.

9 (2) Strike the phrase “, subject to appropriations by Congress”.

10

11 SUBTITLE H. UNIVERSAL PAID LEAVE

12 Sec. 4061. Short title.

13 This subtitle may be cited as the “Universal Paid Leave Amendment Act of 2021”.

14 Sec. 4062. The Universal Paid Leave Amendment Act of 2016, effective April 7, 2017
15 (D.C. Law 21-264; D.C. Official Code § 32-541.01 *et seq.*), is amended as follows:

16 (a) Section 101 (D.C. Official Code § 32-541.01) is amended as follows:

17 (1) Paragraph (1) is amended to read as follows:

18 “(1) “Average weekly wage” means the total wages subject to contribution under
19 section 103 earned by an eligible individual during the 4 quarters during which the individual’s
20 wages were the highest out of the 5 quarters immediately preceding the qualifying leave event,
21 divided by 52; except that, for claims filed after the applicability date of the Universal Paid
22 Leave Amendment Act of 2021, approved by the Committee of the Whole on July 20, 2021
23 (Committee print of Bill 24-285), and before the 365th day after the end of the public health
24 emergency, the term “average weekly wage” means the total wages subject to contribution under
25 section 103 for the 4 quarters during which the individual’s wages were the highest out of the 10
26 quarters immediately preceding the qualifying leave event, divided by 52.”.

27 (2) A new paragraph (6A) is added to read as follows:

28 “(6A) “Employer contribution rate” means the uniform percentage of covered
29 employees’ wages that covered employers must contribute to the Universal Paid Leave Fund,
30 including the percentage of annual self-employment income that a covered employer who is a
31 self-employed individual must contribute, as provided under this act.”.

32 (3) A new paragraph (11A) is added to read as follows:

33 “(11A) “Public health emergency” means the Coronavirus (COVID-19) public
34 health emergency declared pursuant to Mayor’s Order 2020-045, on March 11, 2020, and all
35 subsequent extensions.”.

36 (4) Paragraph (12) is amended to read as follows:

37 “(12) “Qualifying family leave” means paid leave that an eligible individual may
38 take in order to provide care or companionship to a family member because of the occurrence of
39 a qualifying family leave event.”.

40 (5) A new paragraph (13A) is added to read as follows:

41 “(13A) “Qualifying leave event” means a qualifying family leave event, a
42 qualifying medical leave event, a qualifying pre-natal leave event, or a qualifying parental leave
43 event.”.

44 (6) Paragraph (14) is amended to read as follows:

45 “(14) “Qualifying medical leave” means paid leave that an eligible individual may
46 take following the occurrence of a qualifying medical leave event.”.

47 (7) Paragraph (15) is amended to read as follows:

48 “(15) “Qualifying medical leave event” means, for an eligible individual, the
49 diagnosis or occurrence of a serious health condition, which shall include the occurrence of a
50 stillbirth.”.

51 (8) Paragraph (16) is amended to read as follows:

52 “(16) “Qualifying parental leave” means paid leave that an eligible individual
53 may take within one year of the occurrence of a qualifying parental leave event.”.

54 (9) A new paragraph (17A) is added to read as follows:

55 “(17A) “Qualifying pre-natal leave” means paid leave that an eligible individual
56 who is pregnant may take for pre-natal medical care following the occurrence of a qualifying
57 pre-natal leave event and prior to the occurrence of a qualifying parental leave event.”.

58 (10) A new paragraph (17B) is added to read as follows:

59 “(17B) “Qualifying pre-natal leave event” means the diagnosis of pregnancy by a
60 health care provider.”.

61 (11) New paragraph (20A) is added to read as follows:

62 “(20A) “Stillbirth” means the loss of a pregnancy at 20 weeks’ gestation or
63 later.”.

64 (12) Paragraph (21) is amended to read as follows:

65 “(21) “Universal Paid Leave Fund” means the fund established pursuant to
66 section 1153 of the Universal Paid Leave Implementation Fund Act of 2016, effective October 8,
67 2016 (D.C. Law 21-160; D.C. Official Code § 32-551.02).”.

68 (b) Section 102 (D.C. Official Code § 32-541.02) is amended by adding a new subsection
69 (c) to read as follows:

70 “(c) Within 30 days after the applicability date of the Universal Paid Leave Amendment
71 Act of 2021, approved by the Committee of the Whole on July 20, 2021 (committee print of Bill
72 24-285), or of any expansion of benefits or change to the employer contribution rate pursuant to
73 section 104a(c), the Mayor, pursuant to Title I of the District of Columbia Administrative
74 Procedure Act, approved October 21, 1968 (82 Stat. 1204; D.C. Official Code § 2-501 *et seq.*),
75 shall issue rules to implement the provisions of this act.”.

76 (c) Section 103 (D.C. Official Code § 32-541.03) is amended as follows:

77 (1) Subsection (a) is amended by striking the phrase “0.62%” and inserting the
78 phrase “0.62%, or a lower rate computed pursuant to section 104a(c)(2),” in its place.

79 (2) Subsection (b) is amended by striking the phrase “0.62%” and inserting the
80 phrase “0.62%, or a lower rate computed pursuant to section 104a(c)(2),” in its place.

81 (d) Section 104 (D.C. Official Code § 32-541.04) is amended as follows:

82 (1) Subsection (a) is amended by striking the phrase “qualifying family leave
83 event, qualifying medical leave event, or qualifying parental leave event” and inserting the
84 phrase “qualifying leave event” in its place.

85 (2) Subsection (b) is repealed.

86 (3) Subsection (c) is amended by striking the phrase “and the one-week waiting
87 period, if applicable”.

88 (4) Subsection (d) is amended to read as follows:

89 “(d)(1)(A) An eligible individual may submit a claim for payment of his or her paid-leave
90 benefits for a period:

91 “(i) During which he or she does not or did not perform his
92 or her regular and customary work because of the occurrence of a qualifying leave event; or

93 “(ii) Following the occurrence of a qualifying leave event,
94 during which he or she is not employed and has not or will not receive benefits pursuant to the
95 District of Columbia Unemployment Compensation Act, approved August 28, 1935 (49 Stat.
96 946; D.C. Official Code § 51-101 *et seq.*).

97 “(B) An eligible individual may receive retroactive paid-leave
98 benefits pursuant to subparagraph (A)(i) of this paragraph only if he or she submits a claim
99 within 30 calendar days after the qualifying leave event, or, within 180 calendar days after the

100 qualifying leave event if exigent circumstances prevent the claimant from filing a claim within
101 30 calendar days after the qualifying leave event; provided, that whenever the final day of such
102 30-day or 180-day period falls on a day that is a Saturday, Sunday, legal holiday, or day on
103 which District government offices are otherwise closed, the deadline shall be deemed to fall on
104 the next succeeding day when District government offices are open.

105 “(2) Except as provided in paragraph (3), within a 52-workweek period, an
106 eligible individual shall not receive paid-leave benefits, for any number or combination of
107 qualifying leave events, for a duration that exceeds the maximum duration of qualifying parental
108 leave available in the fiscal year during which the individual files a claim for paid-leave benefits,
109 as provided in subsection (e-1) of this section.

110 “(3) Within a 52-workweek period, an eligible individual may receive the
111 maximum duration of qualifying pre-natal leave available in the fiscal year during which the
112 individual files a claim for paid-leave benefits in addition to the maximum duration of parental
113 leave available during such fiscal year, as provided in subsection (e-1) of this section; provided,
114 that an eligible individual shall not receive any combination of qualifying pre-natal leave and
115 qualifying medical leave for a duration that exceeds the maximum duration of qualifying medical
116 leave available for the fiscal year during which the individual files a claim for paid-leave
117 benefits.”.

118 (5) Subsection (e) is amended to read as follows:

119 “(e) The International Classification of Diseases, Tenth Revision (ICD-10), or subsequent
120 revisions by the World Health Organization to the International Classification of Diseases, along
121 with the health care provider or caretaker assessments, shall be used to determine the appropriate
122 length of qualifying family leave an eligible individual is entitled to, based on the serious health

123 condition of the eligible individual’s family member, or the appropriate length of qualifying
124 medical leave an eligible individual is entitled to, based on the serious health condition of the
125 eligible individual, subject to the limits set forth in subsection (e-1) of this section.”.

126 (6) A new subsection (e-1) is added to read as follows:

127 “(e-1)(1) Before October 1, 2021, the maximum duration of each type of paid-leave
128 benefits within a 52-workweek period shall be:

129 “(A) 8 workweeks of qualifying parental leave;

130 “(B) 6 workweeks of qualifying family leave;

131 “(C) 2 workweeks of qualifying medical leave; and

132 “(D) Zero workweeks of qualifying pre-natal leave.

133 “(2) From October 1, 2021, through September 30, 2022, the maximum duration
134 of each type of paid-leave benefits within a 52-workweek period shall be:

135 “(A) 8 workweeks of qualifying parental leave;

136 “(B) 6 workweeks of qualifying family leave;

137 “(C) 6 workweeks of qualifying medical leave; and

138 “(D) 2 workweeks of qualifying pre-natal leave.

139 “(3) Beginning October 1, 2022, and thereafter, the maximum duration of each
140 type of paid-leave benefits within a 52-workweek period shall be determined pursuant to section
141 104a, but shall be no less than the maximum durations set forth in paragraph (1) of this
142 subsection.”.

143 (7) Subsection (f) is amended to read as follows:

144 “(f) An eligible individual may receive payment for intermittent leave; provided, that the
145 total duration of paid-leave benefits an individual receives in a 52-week period shall not exceed

146 the available maximum duration of paid-leave benefits available in the fiscal year during which
147 the individual files a claim to receive paid-leave benefits, as provided in subsection (e-1) of this
148 section.”.

149 (8) Subsection (g)(4) is amended to read as follows:

150 “(4) Medical, family, parental, and pre-natal leave benefits for partial weeks of
151 leave shall be prorated.”.

152 (e) A new section 104a is added to read as follows:

153 “Sec. 104a. Expansion of paid-leave benefits and employer contribution rate reduction.

154 “(a) By March 1, 2022, and annually thereafter for as long as any expansion of paid-leave
155 benefits or the employer contribution rate reduction set forth in subsection (c) of this section has
156 not been implemented, the Chief Financial Officer (“CFO”) shall update estimates of the
157 projected cost of the paid-leave program established by this act and any paid-leave benefit
158 expansions set forth in subsection (c)(1) of this section that have not yet been implemented.

159 “(b)(1) On or before March 1 of each year beginning with March 1, 2022, the CFO shall
160 certify the:

161 “(A) Fund balance of the Universal Paid Leave Fund;

162 “(B) Projected annual revenues for the current fiscal year and future fiscal
163 years, for the duration of the financial plan, to be deposited into the Universal Paid Leave Fund
164 at the then-existing employer contribution rate;

165 “(C) Projected annual expenditures from the Universal Paid Leave Fund at
166 the then-existing maximum paid-leave benefit durations; and

167 “(D) Projected fiscal impact of the paid-leave benefit expansions and
168 employer contribution rate reduction set forth in subsection (c) of this section, which shall

169 include whether, and at what tier of expansion, the paid-leave benefit expansions and employer
170 contribution rate reduction would cause the projected fund balance of the Universal Paid Leave
171 fund to fall below the equivalent of 9 months of paid-leave benefits at the expanded tier.

172 “(2) The Mayor shall incorporate the certification required pursuant to paragraph
173 (1) of this subsection into the Mayor’s annual submission of the District’s multiyear budget and
174 financial plan to the Council, which shall reflect any paid-leave benefit expansions or employer
175 contribution rate reduction required pursuant to subsection (c) of this section, as certified
176 pursuant to paragraph (1) of this subsection.

177 “(3) A paid-leave benefit expansion or employer contribution rate reduction set
178 forth in subsection (c) of this section shall apply as of October 1 of the year in which the paid-
179 leave benefit expansion or employer contribution rate reduction will not cause the projected fund
180 balance of the Universal Paid Leave Fund to fall below the equivalent of 9 months of benefits at
181 the expanded tier, as certified pursuant to paragraph (1) of this subsection.

182 “(c)(1) Paid-leave benefits shall be expanded in the following order:

183 “(A) Extend the maximum duration of qualifying pre-natal leave by one or
184 more workweeks, until the maximum duration of qualifying pre-natal leave equals 2 workweeks;

185 “(B) Extend the maximum duration of qualifying medical leave by one or
186 more workweeks, until the maximum duration of qualifying medical leave equals 6 workweeks;

187 “(C) Extend the maximum duration of qualifying parental leave by one or
188 more workweeks, until the maximum duration of qualifying parental leave equals 10 workweeks;

189 “(D) Extend the maximum duration of qualifying medical leave by one or
190 more workweeks, until the maximum duration of qualifying medical leave equals 8 workweeks;

191 “(E) Extend the maximum duration of qualifying family leave by one or
192 more workweeks, until the maximum duration of qualifying family leave equals 8 workweeks;

193 “(F) Extend the maximum duration of qualifying parental leave by one or
194 more workweeks, until the maximum duration of qualifying parental leave equals 12 workweeks;

195 “(G) Extend the maximum duration of qualifying medical leave by one or
196 more workweeks, until the maximum duration of qualifying medical leave equals 10 workweeks;

197 “(H) Extend the maximum duration of qualifying family leave by one or
198 more workweeks, until the maximum duration of qualifying family leave equals 10 workweeks;

199 “(I) Extend the maximum duration of qualifying medical leave by one or
200 more workweeks, until the maximum duration of qualifying medical leave equals 12 workweeks;

201 “(J) Extend the maximum duration of qualifying family leave by one or
202 more workweeks, until the maximum duration of qualifying family leave equals 12 workweeks;

203 “(2)(A) By July 1 of the first fiscal year in which all paid-leave benefit expansions
204 set forth in paragraph (1) of this subsection have been implemented, and annually thereafter, the
205 CFO shall compute the special contribution rate described in subparagraph (B) of this paragraph.

206 If the special contribution rate is less than 0.62%, the employer contribution rate for the next
207 fiscal year shall equal the special contribution rate. If the special contribution rate is greater than
208 or equal to 0.62%, then the employer contribution rate for the next fiscal year shall be 0.62%.

209 “(B) The special contribution rate shall be the uniform percentage of
210 covered employees’ wages that covered employers must contribute to the Universal Paid Leave
211 Fund, rounded to the nearest one-hundredth of 1%, so that the projected balance of the Universal
212 Paid Leave Fund equals the sum of:

213 “(i) The projected costs for the next fiscal year of all benefits and
214 administrative expenses authorized by this act; and

215 “(ii) The amount, if any, that the CFO determines necessary to
216 restore the projected balance of the Universal Paid Leave Fund to the equivalent of 9 months of
217 benefits.

218 “(d) Before implementation of any paid-leave benefit expansion or employer contribution
219 rate reduction pursuant to this section, the Mayor shall prescribe and provide to covered
220 employers an update to the notice required under section 106(i). The Mayor may conduct a
221 public-education campaign to inform individuals of expanded benefits. Costs of the notice and
222 campaign authorized under this subsection shall be payable pursuant to section 1153(c)(1) of the
223 Universal Paid Leave Implementation Fund Act of 2016, effective December 3, 2020 (D.C. Law
224 23-149; D.C. Official Code § 32–551.02(c)(1)), from the Universal Paid Leave Administration
225 Fund.”.

226 (f) Section 106(j)(1) (D.C. Official Code § 32–541.06(j)(1)) is amended by striking the
227 final sentence.

228 (g) Section 107(e) (D.C. Official Code § 32-541.07(e)) is amended by striking the period
229 and inserting the phrase “; provided, that the Mayor shall not deny paid-leave benefits authorized
230 under this act to an otherwise eligible individual solely on basis of the fact that the individual is
231 not employed at the time of applying for benefits.” in its place.

232 Sec. 4063. The Universal Paid Leave Implementation Fund Act of 2016, effective
233 October 8, 2016 (D.C. Law 21-160; D.C. Official Code § 32-551.01 *et seq.*), is amended as
234 follows:

235 (a) Section 1152 (D.C. Official Code Sec. § 32-551.01) is amended as follows:

236 (1) Subsection (l) is amended to read as follows:

237 “(l)(1) As of December 31, 2021, and as of the last day of each quarter thereafter until
238 full implementation of the paid-leave benefit expansions and employer contribution rate
239 reduction set forth in section 104a(c) of the Act, the Chief Financial Officer shall compare its
240 estimated costs of each type of paid-leave benefit with the actual cost of such leave during the
241 most recently completed calendar quarter. If, on the basis of such comparison, the estimated cost
242 of any type of paid-leave benefit was 3 or more times greater than the actual cost of such leave,
243 then the Chief Financial Officer shall promptly deliver a letter to the Council disclosing the
244 extent to which costs were overestimated and determining whether funds are sufficient to
245 immediately implement all or any portion of the paid-leave benefit expansions and the employer
246 contribution rate reduction in the order set forth in section 104a(c) of the Act.

247 “(2) By September 30 of each year following full implementation of the paid-
248 leave benefit expansions and the employer contribution rate reduction set forth in section 104a(c)
249 of the Act, the Chief Financial Officer shall review the status of the Fund and compare that status
250 against the projections in that fiscal year’s budget and financial plan. If the Fund is running an
251 annual surplus, the Chief Financial Officer shall issue a report to the Mayor and the Council that
252 outlines options for bringing the Fund’s annual revenues and expenditures into balance,
253 including a reduction in the employer contribution rate and changes to benefits under the paid-
254 leave program established pursuant to the Act.”.

255 (2) A new subsection (n) is added to read as follows:

256 “(n) The cost of the benefits authorized under the Act shall be payable solely from the
257 Fund. Nothing contained in the Act or this act shall be construed to create an obligation on the
258 part of the District to pay benefits from any source other than the Fund.”.

259 (b) Section 1153(c)(1) (D.C. Official Code Sec. § 32-551.02(c)(1)) is amended by
260 striking the phrase “and of those public education funds, at least \$500,000 shall be used to fund
261 the Workplace Leave Navigators Program established pursuant to section 2093 of the Workplace
262 Leave Navigators Program Establishment Amendment Act of 2020, passed on 2nd reading on
263 July 28, 2020 (Enrolled version of Bill 23-760)”.

264 Sec. 4064. The District of Columbia Family and Medical Leave Act of 1990, effective
265 October 3, 1990 (D.C. Law 8-181; D.C. Official Code § 32-501(1)(A)), is amended as follows:

266 (a) Section 2(1)(A) (D.C. Official Code § 32-501(1)(A)) is amended to read as follows:

267 “(A) For leave provided under sections 3 or 4, an individual who has:

268 “(i) Been employed by the same employer for at least 12

269 consecutive or non-consecutive months, inclusive of holiday, sick, or personal leave granted by
270 the employer as part of its regular benefits whether such leave was paid or unpaid, in the 7 years
271 immediately preceding the date on which the period of family or medical leave is to commence;
272 and

273 “(ii) Worked at least 1,000 hours for the employer during the 12-
274 month period referenced in sub-subparagraph (i) of this paragraph preceding the date on which
275 the period of family or medical leave is to commence.”.

276 (b) Section 11(b) (D.C. Official Code § 32-510(b)) is amended by striking the period and
277 inserting the phrase “, except that this limitations period shall toll while a claim is pending
278 administrative review under section 10(b).” in its place.

279 Sec. 4065. The Workplace Leave Navigators Program Establishment Amendment Act of
280 2020, effective Dec. 3, 2020 (D.C. Law 23-149; D.C. Official Code § 32-561.01 *et seq.*), is
281 repealed.

282 SUBTITLE XX. PAYMENTS FOR DELAYED UNEMPLOYMENT CLAIMS

283 Sec. XXX. Short title.

284 This subtitle may be cited as the “Delayed Unemployment Compensation Payments
285 Relief Amendment Act of 2021”.

286 Sec. XXX. Section 7 of the District of Columbia Unemployment Compensation Act,
287 approved August 28, 1935 (49 Stat. 949; D.C. Official Code § 51-107), is amended by adding a
288 new subsection (j) to read as follows:

289 “(j)(1) No later than December 31, 2021, the Director shall issue a \$1,500 payment to
290 each of the 10,000 claimants with the greatest number of days between the date the claimant
291 filed the claimant’s initial claim for benefits and the date the Director first issued payment on the
292 claim.

293 “(2) To receive the payment authorized in paragraph (1) of this subsection:

294 “(A) A claimant’s initial claim must have been approved between June 1,
295 2020, and July 1, 2021;

296 “(B) There must be at least 60 days between the claimant’s initial claim
297 filing and issuance of the first payment to the claimant; and

298 “(C) A claimant must be a District resident.

299 “(3) The Director shall not require claimants to provide additional documentation
300 or an application to receive the payment authorized in paragraph (1) of this subsection.”.

301

302 SUBTITLE XX. IT COMMUNITY TRAINING AND ADVISORY BOARD
303 ESTABLISHMENT

304 Sec. 1XX1. Short title.

305 This subtitle may be cited as the “IT Community Training and Advisory Board
306 Establishment Act of 2021”.

307 Sec. 1XX2. Definitions.

308 For the purposes of this subtitle:

309 (1) “Community training provider” means an entity in the District that has
310 received an IT training grant awarded pursuant to section 1xx7.

311 (2) “Dual-enrollment” means enrollment at both a WIC-approved community-
312 based IT training program and UDC-CC or WDLL.

313 (3) “IT” means information technology.

314 (4) “IT Board” means the Information Technology Occupational Advisory Board.

315 (5) “IT training” means occupational skills training that leads to an industry-
316 recognized credential for IT jobs in any sector.

317 (6) “Program” means the Information Technology Investment Program
318 established pursuant to section 1xx3 of this subtitle.

319 (7) “Program participant” means a District resident who is enrolled in Program
320 training and receiving Program assistance authorized pursuant to section 1xx3.

321 (8) “Program training” means any of the following, collectively or independently,
322 as determined by context:

323 “(A) Credit-bearing courses at UDC-CC that may be applied toward a
324 UDC-CC degree;

325 “(B) WDLL courses; or
326 “(C) IT training through a community training provider.
327 (9) “Program training providers” means UDC-CC and WDLL, to the extent those
328 entities are engaged in providing Program training, and community training providers.
329 (10) “Public health emergency” means the Coronavirus (COVID-19) public
330 health emergency declared pursuant to Mayor’s Order 2020-045, on March 11, 2020, and all
331 subsequent extensions.
332 (11) “Satisfactory academic progress” means maintaining an academic standing
333 consistent with the requirements for program completion, as determined by the Program training
334 provider.
335 (12) “UDC” means the University of the District of Columbia.
336 (13) “UDC-CC” means the UDC Community College.
337 (14) “UDC-CC degree” means the Associate in Applied Science in Computer
338 Science Technology degree offered through the UDC-CC.
339 (15) “WDLL” means the UDC-CC Division of Workforce Development and
340 Lifelong Learning.
341 (16) “WDLL courses” means Information Technology and Office Administration
342 Career Pathway courses offered through the WDLL.
343 (17) “WIC” means the Workforce Investment Council, established pursuant to
344 section 4 of the Workforce Investment Implementation Act of 2000, effective July 18, 2000
345 (D.C. Law 12-150; D.C. Official Code § 32-1603).
346 (18) “WIOA” means the Workforce Innovation and Opportunity Act of 2014,
347 approved July 22, 2014 (128 Stat. 1425; 29 U.S.C. § 3101 *et seq.*).

348 Sec. 1XX3. Establishment of the Information Technology Investment Program.

349 (a) The WIC, in collaboration with UDC, the University of the District of Columbia
350 Foundation, Inc., and community training providers, shall establish the Information Technology
351 Investment Program to provide financial assistance to District residents who seek to obtain IT
352 occupational credentials through Program training and to support District residents in obtaining
353 IT jobs. The WIC shall be responsible for providing funding for the Program consistent with the
354 memoranda of understanding required pursuant to section 1XX6 and the IT training grants
355 authorized pursuant to section 1XX7.

356 (b) The Program shall provide industry-informed, up-to-date IT training and certification
357 at no cost to eligible District residents, who, under the Program, may receive the following
358 financial assistance to pursue Program training:

359 (1) Payment of tuition, to the extent charged;

360 (2) Payment of academic costs, including the costs of books, supplies, and
361 membership fees; and

362 (3) A monthly stipend to be used toward living expenses and transportation for
363 participants pursuing WDLL courses or IT training through community training providers.

364 (c) Program training shall be offered at the UDC-CC campus and any WDLL satellite
365 locations and at community training provider sites located in the District, as approved by the
366 WIC.

367 (d) Program marketing and public education shall be provided by UDC-CC, WDLL, and
368 community training providers to attract District residents to the Program and for the duration of
369 the Program.

370 Sec. 1XX4. Conditions of Program eligibility.

371 (a) To be eligible for Program assistance to pursue a UDC-CC degree, an individual
372 shall:

- 373 (1) Meet the relevant enrollment requirements for a UDC-CC degree;
- 374 (2) Be a resident of the District;
- 375 (3) Have a stated interest in working in IT occupations;
- 376 (4) Have not already completed an associate degree in IT or a bachelor's degree at
377 an institution of higher education; and
- 378 (5)(A) Have experienced unemployment or significant loss of income due to the
379 public health emergency; or
- 380 (B) Have multiple barriers to employment, as determined by the WIC.

381

382 (b) To be eligible for Program assistance to pursue WDLL courses, an individual shall:

- 383 (1) Meet the eligibility criteria established pursuant to subsection (a)(2), (3), (4),
384 and (5) of this section; and
- 385 (2) Meet the enrollment requirements for WDLL courses.

386 (c) To be eligible for Program assistance to pursue IT training through a community
387 training provider, an individual shall:

- 388 (1) Meet the eligibility criteria established pursuant to subsection (a)(2), (3), (4),
389 and (5) of this section; and
- 390 (2) Meet the enrollment requirements of the community training provider.

391 (d) Program training providers shall select Program participants according to the terms of
392 the applicable memorandum of understanding or grant agreement with the WIC.

393 Sec. 1XX5. Program participation.

394 (a) To maintain eligibility for Program assistance, an individual shall:

395 (1) Maintain satisfactory academic progress;
396 (2) Be a resident of the District throughout enrollment in Program training; and
397 (3) Meet any other requirements determined by the WIC to be necessary or
398 appropriate for Program participation.

399 (b)(1) In exchange for Program assistance, a Program participant shall agree to endeavor
400 to remain a District residents for 6 months for each Program training course the participant
401 completes.

402 (2) The WIC shall establish requirements and procedures to administer this
403 subsection.

404 Sec. 1XX6. Memoranda of Understanding.

405 (a)(1) No later than November 1, 2021, and by November 1 annually thereafter, the WIC
406 shall execute Memoranda of Understanding (“MOUs”) with UDC and the University of the
407 District of Columbia Foundation, Inc. (“Foundation”) for the purpose of implementing the
408 Program through UDC-CC, including WDLL, and authorizing the intradistrict transfer of funds
409 in accordance with the terms of this subsection.

410 (2) The MOU with UDC shall, among other things, include funding from the WIC
411 to support the following purposes in amounts to be determined by the parties:

412 (A) Tuition, required fees, equipment, supplies, tools, and memberships
413 for Program participants who are full-time or part-time students enrolled at UDC-CC to obtain a
414 UDC-CC degree;

415 (B) Required academic fees, equipment, supplies, tools, and membership
416 fees for Program participants who are students enrolled in WDLL courses, and the salaries and
417 fringe benefits of faculty and staff directly engaged in the provision of such courses;

418 (C) Reasonable costs of facilities and equipment upgrades
419 necessary to provide Program training offered through UDC-CC, including
420 WDLL;

421 (D) Marketing and recruitment activities to attract District
422 residents to the Program; and

423 (E) Development of dual enrollment guidance and policies for the
424 expansion of dual-enrollment programs.

425 (3) The MOU with the Foundation shall, among other things, include funding
426 from the WIC to provide Program participants enrolled in WDLL courses monthly stipends to
427 defray living expenses in amounts to be determined by the parties, and may include amounts for
428 the following:

429 (A) Fees associated with occupational licensing exams;

430 (B) Reasonable transportation costs to and from classes; and

431 (C) Any other expenses deemed appropriate by the WIC.

432 Sec. 1XX7. Establishment of IT training grants.

433 (a) Pursuant to section 4(c) of the Workforce Investment Implementation Act of 2000,
434 effective July 18, 2000 (D.C. Law 13-150; D.C. Official Code § 32-1603(c)), no later than
435 January 31, 2022, and by November 1 annually thereafter, the WIC shall issue IT training grants
436 (“grants”) to eligible providers of IT training in the District.

437 (b) Grant recipients shall use funds received pursuant to this section to support the
438 salaries and fringe benefits of faculty and staff engaged in the provision of IT training and to
439 provide Program participants the financial assistance outlined in section 1XX3(b).

440 (c) Subject to availability of funds, the WIC shall award grants totaling not less than
441 \$1,875,000 per year with the option of one additional year based on performance results from
442 previous years.

443 (d) To be eligible for a grant, an applicant shall:

444 (1) Be licensed by the Higher Education Licensure Commission as a
445 postsecondary institution, degree or non-degree seeking.

446 (2) Demonstrate that its IT training participants consistently and successfully
447 attain the following benchmarks:

448 (A) Completion of IT training;

449 (B) Attainment of an IT occupational credential;

450 (C) Obtainment of unsubsidized employment in an IT occupation; and

451 (D) Retention of employment in an IT occupation for 6 months or longer.

452 (d) The WIC may give preference to grant applicants utilizing integrated education and
453 training, as defined by 34 C.F.R. § 463.35.

454 Sec. 1XX8. Program performance and reporting.

455 (a) At the termination of each semester, UDC shall furnish to the WIC a statement of:

456 (1) The disaggregated number of Program participants by course who, during that
457 semester, participated in one or more Program training courses;

458 (2) The total number of Program training course enrollments attributable to the
459 Program participants identified pursuant to paragraph (1) of this subsection;

460 (3) The disaggregated number of Program participants included in the response to
461 paragraph (1) of this subsection who successfully completed each Program training course, who

462 dropped out, or who otherwise did not complete a Program training course in which the Program
463 participant had enrolled;

464 (4) The disaggregated number, by occupational credential, of Program
465 participants who successfully secured an IT occupational credential; and

466 (5) The total number of Program participants who successfully secured
467 employment in an IT occupation and the average starting wage.

468 (b) At the end of each fiscal year, the Foundation shall furnish to the WIC a written
469 accounting, for the previous year, of monthly stipends dispersed, the number of Program
470 participants who received monthly stipends, the average amount of stipend per Program
471 participant, and the approved purposes for the monthly stipends.

472 (c) At the middle and end of each grant award cycle, a community training provider shall
473 furnish to the WIC a report on the number of Program participants achieving the targets
474 identified by the IT Advisory Report outlined in section 1X11(a)(4).

475 (d) The WIC shall:

476 (1) Use common performance measures outlined in section 116 of WIOA (128
477 Stat. 1471; 29 U.S.C. § 3142), to track the performance of Program training providers; and

478 (2) Report on the performance of the Program as required by section 102 of the
479 Workforce Development System Transparency Amendment Act of 2018, effective May 5, 2018
480 (D.C. Law 22-95; D.C. Official Code § 32-1622).

481 (e) Beginning no later than September 30, 2022, and by September 30 annually
482 thereafter, the WIC shall furnish to the Mayor and the Council of the District of Columbia copies
483 of the IT Advisory Report issued pursuant to section 1X11 and a report, which shall include;

484 (1) Reporting on the attainment of the target performance outcomes established
485 pursuant to section 1X11(a)(4);

486 (2) A narrative analysis on the effectiveness of the Program at increasing the
487 number of District residents in IT occupations; and

488 (3) Recommendations on the expansion or extension of the Program beyond the
489 terms of this subtitle, including any additional budgetary needs.

490 Sec. 1XX9. Program funding.

491 The WIC shall make best efforts to use federal WIOA Title I Adult and Dislocated
492 Worker funds to supplement funds appropriated for the purposes of implementing this subtitle.

493 Sec. 1X10. Establishment of the Information Technology Occupational Advisory Board.

494 (a) The WIC shall establish an Information Technology Occupational Advisory Board,
495 which shall work to advise UDC-CC, WDLL, and community training providers on their IT
496 training courses to ensure a high quality of training, to maximize the employability of graduates
497 of IT training course offerings, and to meet the IT staffing needs of employers in the District.

498 (b) After researching and analyzing existing IT occupational advisory boards in the
499 District and the metropolitan region, the WIC shall determine the structure and membership of
500 its IT Board. The WIC may use a third-party to conduct the research and analysis and to make
501 recommendations on the structure and membership of the IT Board.

502 (c) No later than March 1, 2022, the WIC's Executive Director shall provide to the WIC a
503 recommendation on an IT Board structure, membership composition, membership selection
504 process, and board duties.

505 (d) The WIC shall approve, deny, or amend the recommendation described in subsection
506 (c) of this section by vote.

507 (e) The first meeting of the WIC-approved IT Board shall occur no later than July
508 1, 2022.

509 Sec. 1X11. IT Advisory Report.

510 No later than September 30, 2022, the WIC shall submit to the Mayor, Council, UDC-
511 CC, WDLL, and community training providers, an IT Advisory Report, which shall contain the
512 following:

513 (a) The number of District residents needed to meet hiring demands of District employers
514 hiring for IT occupation jobs;

515 (b) The occupational credentials less than a bachelor's degree needed for District
516 residents to be eligible for employment in IT occupations;

517 (c) The necessary hard and soft skills needed to succeed in IT occupations;

518 (d) Target performance outcomes for Program training providers to achieve pertaining to
519 recruitment, enrollment, course or degree completion, credential attainment, employment,
520 average starting wage, and retention of employment at 6 months and one year; and

521 (e) Recommendations for Program training providers on the following:

522 (1) New or additional IT courses that Program training providers should offer;

523 (2) Existing IT course offerings that Program training providers should expand;

524 (3) IT course content adjustments that could be made to align courses with skills
525 needed on the job in IT occupations;

526 (4) Equipment and facilities upgrades necessary for relevant IT education and IT
527 training to achieve the recommendations in subparagraphs (A), (B), and (C) of this paragraph;

528 and

529 (5) Any other information deemed appropriate by the IT Board.

530 Sec. 1X12. Applicability.

531 This subtitle shall expire on September 30, 2024.

532

533

534 Subtitle. XX. NURSE EDUCATION ENHANCEMENT

535 Sec. 1XX1. Short title.

536 This subtitle may be cited as the “DC Nurse Education Enhancement Program
537 Amendment Act of 2021”.

538 Sec. 1XX2. Definitions.

539 For the purposes of this subtitle:

540 (1) “BON” means the Board of Nursing established pursuant section 204 of the
541 District of Columbia Health Occupations Revision Act of 1985, effective March 25, 1986 (D.C.
542 Law 6-99; D.C. Official Code § 3-1202.04).

543 (2) “CNA” means a Certified Nursing Aide.

544 (3) “Community training provider” means an entity that has been approved by the
545 BON to provide training to individuals to attain certification as a CNA, HHA, or MA-C.

546 (4) “Direct care worker” means an individual who is certified as a CNA, HHA, or
547 MA-C.

548 (5) “Direct care worker training grant” means a grants issued pursuant to section
549 1xx7.

550 (6) “Direct care worker training grantee” means a community training provider
551 that has received a direct care worker training grant.

552 (7) “Dual-enrollment” means enrollment in both a BON-approved training
553 program and the University.

554 (8) “Healthcare Workforce Partnership” means the entity established pursuant to
555 section 2075 of the Healthcare Workforce Partnership Act of 2020, effective December 3, 2020
556 (D.C. Law 23-149; D.C. Official Code § 32-1684).

557 (9) “HHA” means Home Health Aide.

558 (10) “LPN to AASN degree” means a Licensed Practical Nurse to Associate in
559 Applied Science in Nursing degree.

560 (11) “MA-C” means Medication Aide Certified.

561 (12) “Nursing care occupation” means an occupation that requires a worker to be
562 certified as a CNA, HHA, MA-C, LPN, or RN.

563 (13) “Program” means the DC Nurse Education Enhancement Program
564 established pursuant to this subtitle.

565 (14) “Program participant” means a District resident who is enrolled in Program
566 training and receiving Program assistance authorized pursuant to section 1xx3.

567 (15) “Program training” means any of the following, collectively or
568 independently, as determined by context:

569 “(A) Credit-bearing courses at UDC that may be applied toward an RN to
570 BSN degree;

571 “(B) Credit-bearing courses at UDC-CC that may be applied toward an
572 LPN to AASN degree;

573 “(C) WDLL courses; or

574 “(D) Training to obtain a certification as a CNA, HHA, or MA-C, or a
575 CNA to HHA bridge program, through a community training provider.

576 (16) “RN to BSN degree” means a Registered Nurse to Bachelor of Science in
577 Nursing degree.

578 (17) “Satisfactory academic progress” means maintaining an academic standing
579 consistent with the requirements for program completion, as determined by the Program training
580 provider.

581 (18) “UDC” means the University of the District of Columbia.

582 (19) “UDC-CC” means the University of the District of Columbia Community
583 College.

584 (20) “University” means, collectively, UDC, UDC-CC, and WDLL.

585 (21) “WDLL” means the UDC-CC Division of Workforce Development and
586 Lifelong Learning.

587 (22) “WDLL courses” means courses offered through WDLL’s Healthcare Direct
588 Career Pathway Nursing Assistant program.

589 (23) “WIC” means the Workforce Investment Council, established pursuant to
590 section 4 of the Workforce Investment Implementation Act of 2000, effective July 18, 2000
591 (D.C. Law 12-150; D.C. Official Code § 32-1603).

592 (24) “WIOA” means the Workforce Innovation and Opportunity Act of 2014,
593 approved July 22, 2014 (128 Stat. 1425; 29 U.S.C § 3101 *et seq.*).

594 Sec. 1XX3. Establishment of the Nurse Education Enhancement Program.

595 (a) The WIC shall establish, in collaboration with the University, the University of the
596 District of Columbia Foundation, Inc., and direct care worker training grantees, the DC Nurse
597 Education Enhancement Program for the purpose of training District residents to obtain an
598 occupational credential and employment in nursing care occupations. The WIC shall be
599 responsible for providing funding for the Program consistent with the memoranda of

600 understanding executed pursuant to section 1XX6 and the direct care worker training grants
601 authorized pursuant to section 1XX7.

602 (b) The Program shall provide industry-informed, BON-approved training that leads to
603 certifications required for nursing care occupations at no cost to eligible District residents, who,
604 under the Program, may receive the following financial assistance to pursue Program training:

605 (1) Payment of tuition, to the extent charged;

606 (2) Payment of academic costs, including books, supplies, and membership fees;

607 and

608 (3) A monthly stipend to be used toward living expenses and transportation for
609 Program participants pursuing WDLL courses or certification as a CNA, HHA, MA-C, or a CNA
610 to HHA bridge program, through a direct care worker training grantee.

611 (c) Program training shall be offered at the University's campuses and satellite locations
612 and at community training provider sites located in the District.

613 (d) Program training shall be approved by the BON.

614 (e) Program marketing and public education shall be provided by the University and
615 community training providers to attract residents to the Program and for the duration of the
616 Program.

617 (f) The University shall review the recommendations and implement relevant sections of
618 the Healthcare Occupations Report developed by the Healthcare Workforce Partnership pursuant
619 to section 2175(e) of the Healthcare Workforce Partnership Act of 2020, effective December 3,
620 2020 (D.C. Law 23-149; D.C. Official Code §32-1684(e)), to maintain and enhance course
621 offerings to meet the workforce needs of nursing care occupations in the District.

622 Sec. 1XX4. Conditions of Program eligibility.

623 (a) To be eligible for Program assistance while pursuing an RN to BSN degree through
624 UDC, an individual shall:

- 625 (1) Have met the enrollment requirements of UDC;
- 626 (2) Be a resident of the District;
- 627 (3) Have a stated interest in employment in a nursing care occupation;
- 628 (4) Have not already completed a bachelor's degree at an institution of higher
629 education;
- 630 (5) Have previously obtained a credential as a CNA, HHA, or LPN; and
- 631 (6) Have been employed in the District for a minimum of 2 years as a CNA,
632 HHA, or LPN with a healthcare employer.

633 (b) To be eligible for Program assistance while pursuing an LPN to AASN degree
634 through UDC-CC, an individual shall:

- 635 (1) Meet the conditions outlined in subsection (a)(2), (3), and (4) of this section;
- 636 (2) Meet the enrollment requirements of UDC-CC;
- 637 (3) Have previously obtained a credential as a CNA, HHA, or MA-C; and
- 638 (4) Have been employed in the District for a minimum of 2 years as a CNA,
639 HHA, or MA-C with a healthcare employer.

640 (c) To be eligible for Program assistance while pursuing certification as a CNA through
641 WDLL, an individual shall:

- 642 (1) Meet the conditions outlined in subsection (a)(2), (3), and (4) of this section;
- 643 and
- 644 (2) Meet the enrollment requirements of WDLL;

645 (d) To be eligible for Program assistance while pursuing a certification as a CNA, HHA,
646 MA-C, or while pursuing a CNA to HHA bridge program, through a direct care worker training
647 grantee, an individual shall:

648 (1) Meet the conditions outlined in subsection (a)(2), (3), and (4) of this section;

649 and;

650 (2) Meet the enrollment requirements of the community training provider.

651 (e) The University and direct care worker training grantees shall select Program
652 participants according to the terms of the applicable memorandum of understanding or grant
653 agreement with the WIC.

654 Sec. 1XX5. Program participation.

655 (a) To maintain eligibility for Program assistance, an individual shall:

656 (1) Maintain satisfactory academic progress, as determined by the University or
657 the direct care worker training grantee;

658 (2) Be a resident of the District throughout participation in Program training; and

659 (3) Meet any other requirements determined by the WIC to be necessary or
660 appropriate.

661 (b)(1) In exchange for Program assistance, a Program participant shall agree to endeavor
662 to remain a District resident for 6 months for each Program training course the participant
663 completes.

664 (2) The WIC shall establish requirements and procedures to implement this
665 subsection.

666 Sec. 1XX6. Memoranda of Understanding.

667 (a)(1) No later than November 1, 2021, and by November 1 annually thereafter, the WIC
668 shall execute Memoranda of Understanding ("MOUs") with the University and the University of
669 the District of Columbia Foundation, Inc. ("Foundation") for the purpose of implementing the
670 Program at the University and authorizing the intradistrict transfer of funds in accordance with
671 the terms of this subsection.

672 (2) The MOU with the University shall, among other things, include funding from
673 the WIC to support the following purposes in amounts to be determined by the parties:

674 (A) Tuition, required fees, equipment, supplies, tools, and memberships
675 for Program participants who are full-time or part-time students at UDC and UDC-CC seeking to
676 obtain an RN to BSN degree or an LPN to AASN degree;

677 (B) Required academic fees, equipment, supplies, tools, certification exam
678 preparation fees, and memberships for Program participants who are students enrolled in WDLL
679 courses, and the salaries and fringe benefits of faculty and staff directly engaged in the provision
680 of such courses;

681 (C) Reasonable costs of facilities and equipment upgrades necessary for
682 providing Program training through UDC-CC, including WDLL;

683 (D) Marketing and recruitment activities to attract District residents to the
684 Program; and

685 (E) Development of dual enrollment guidance and policy for the
686 expansion of dual-enrollment programs.

687 (3) The MOU with the Foundation shall, among other things, include funding
688 from the WIC to provide Program participants enrolled in WDLL courses monthly stipends to

689 defray living expenses in amounts to be determined by the parties, and may include amounts for
690 the following:

- 691 (A) Fees associated with occupational licensing exams;
- 692 (B) Reasonable transportation costs to and from classes; and
- 693 (C) Any other expenses deemed appropriate by the WIC.

694 Sec. 1XX7. Establishment of direct care worker training grants.

695 (a) Pursuant to section 4(c) of the Workforce Investment Implementation Act of 2000,
696 effective July 18, 2000 (D.C. Law 13-150; D.C. Official Code § 32-1603(c)), no later than
697 January 31, 2022, and by November 1 annually thereafter, the WIC shall issue direct care worker
698 training grants (“grants”) to community training providers according to this section.

699 (b) Grant recipients shall use funds received pursuant to this section to support the
700 salaries and fringe benefits of faculty and staff engaged in training Program participants to
701 become direct care workers and to provide Program participants the financial assistance outlined
702 in section 1XX3(b).

703 (c) Subject to availability of funds, the WIC shall award grants totaling not less than
704 \$900,000 per year with the option of 2 additional years based on performance results from
705 previous years.

706 (d) To be eligible for a grant, an applicant shall:

- 707 (1) Be located in the District;
- 708 (2) Be a community training provider; and
- 709 (3) Demonstrate that its training participants consistently and successfully attain

710 the following benchmarks:

- 711 (A) Completion of direct care worker training;

712 (B) Direct care worker credential attainment;

713 (C) Obtainment of unsubsidized employment as a direct care worker in the
714 occupation of training; and

715 (D) Retention of employment as a direct care worker in the occupation of
716 training for 6 months or longer.

717 (e) The WIC may give preference to grant applicants utilizing integrated education and
718 training, as defined by 34 C.F.R. § 463.35.

719 Section 1XX8. Program performance and reporting.

720 (a) At the termination of each semester, the University shall furnish to the WIC a
721 statement of:

722 (1) The disaggregated number of Program participants by course who, during that
723 semester, participated in each Program course;

724 (2) The total number of Program training course enrollments attributable to the
725 Program participants identified pursuant to paragraph (1) of this subsection;

726 (3) The disaggregated number of Program participants included in the response to
727 paragraph (1) of this subsection who successfully completed each Program training course, who
728 dropped out, or who otherwise did not complete the Program training course in which the
729 program participant had enrolled;

730 (4) The disaggregated number, by occupational credential, of Program
731 participants who successfully secured a nursing care occupation credential; and

732 (5) The total number of Program participants who successfully secured
733 employment in a nursing care occupation and average starting wage.

734 (b) At the end of each fiscal year, the Foundation shall furnish to the WIC a written
735 accounting, for the previous year, of the monthly stipends dispersed, number of Program
736 participants who received monthly stipends, average amount of stipend per Program participant,
737 and the approved purposes for the monthly stipends.

738 (c) At the middle and end of the grant award cycle, each direct care worker training
739 grantee shall furnish to the WIC a report on Program participant outcomes pertaining to
740 recruitment, enrollment, completion, credential attainment, employment average starting wage,
741 and retention of employment at 6 months and one year.

742 (d) The WIC shall:

743 (1) Use common performance measures outlined in section 116 of WIOA (128
744 Stat. 1471; 29 U.S.C. § 3142), to track the performance of the Program training providers; and

745 (2) Report on the performance of the Program as required by section 102 of the
746 Workforce Development System Transparency Amendment Act of 2018, effective May 5, 2018
747 (D.C. Law 22-95; D.C. Official Code § 32-1622).

748 (3) No later than September 30, 2022 and by September 30 annually thereafter,
749 furnish a report to the Mayor and the Council of the District of Columbia, which shall include:

750 (A) The data received pursuant subsections (a), (b), and (c) of this section;

751 (B) A narrative analysis on the effectiveness of the Program at increasing
752 the number of District residents in nursing care occupations; and

753 (C) Recommendations on the expansion or extension of the Program
754 beyond the terms of this subtitle, including any additional budgetary needs.

755 Sec. 1XX9. Program funding.

756 The WIC shall make best efforts to use federal WIOA Title I Adult and Dislocated
757 Worker funds to supplement funds appropriated for the purposes of implementing this subtitle.

758 Sec. 1X10. The Healthcare Workforce Partnership Act of 2020, effective December 3,
759 2020 (D.C. Law 23-149, D.C. Official Code § 32-1681 *et seq.*), is amended as follows:

760 (a) Section 2172(c) (D.C. Official Code § 32-1682(c)) is amended as follows:

761 (1) Paragraph (2) is amended by striking the phrase “; and” and inserting a
762 semicolon in its place.

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

764 “(2A) Submit to the Partnership for feedback the proposed statement of work for
765 the direct care worker training grant outlined in section 1XX7 of the DC Nurse Education
766 Enhancement Program Amendment Act of 2021, approved by the Committee of the Whole on
767 July 20, 2021 (Committee print of Bill 24-285); and”.

768 (b) Section 2175(b)(3) (D.C. Official Code § 32-1684) is amended as follows:

769 (1) Subparagraph (D) is amended by striking the phrase “; and” and inserting a
770 semicolon in its place.

771 (2) Subparagraph (E) is amended by striking the period and inserting the phrase “;
772 and” in its place.

773 (3) A new subparagraph (F) is added to read as follows:

774 “(F) At least one representative from an employer of workers who are
775 certified nursing aides, certified home health aides, or medication aide certified, including
776 licensed home health agencies, assisted living residences, adult day health programs, nursing
777 facilities, and long-term direct healthcare providers.”.

778 Sec. 1X11. The Nurses Training Corps Establishment Act of 1987, effective October 9,
779 1987 (D.C. Law 7-32, D.C. Official Code § 38-1501 *et seq.*), is repealed.

780 Sec. 1X12. Applicability.

781 Sections 1xx2 through 1x10 shall expire on September 30, 2024.

782

783 SUBTITLE XX. SCHOOL YEAR INTERNSHIP PROGRAM

784 Sec. 1XX1. Short title.

785 This subtitle may be cited as the “School Year Internship Program Amendment Act of
786 2021”.

787 Sec. 1XX2. Section (a)(2A) of the Youth Employment Act of 1979, effective January 5,
788 1980 (D.C. Law 3-46; D.C. Official Code § 32-242(a)(2A)), is amended as follows:

789 (a) The lead-in language is amended by striking the word “pilot” and inserting the word
790 “program” in its place.

791 (b) Subparagraph (A) is amended to read as follows:

792 “(A) A program called the School Year Internship Program (“Program”) for
793 a minimum of 350 District high school students, each year, to provide work-based learning
794 opportunities during the school year.”.

795 (c) Subparagraph (C) is amended to read as follows:

796 “(C) DOES shall notify students of their placement with an internship host
797 by January 5, 2022, and September 15 of each subsequent year.”.

798 (d) Subparagraph (D) is amended to read as follows:

799 “(D) Interns shall remain matched with their internship host between the
800 first week of October and the last day of May; provided, that for Fiscal Year 2022, internships may
801 begin as late as the second week in January 2022.”.

802 (e) Subparagraph (F)(ii) is amended by striking the phrase “December 1, 2020.” and
803 inserting the phrase “December 1, 2021, and July 1 of each subsequent year.” in its place.

804

805 SUBTITLE XX. JOBS FIRST DC PILOT PROGRAM ESTABLISHMENT

806 Sec. 1XX1. Short title.

807 This subtitle may be cited as the "Jobs First DC Pilot Program Establishment Act of
808 2021".

809 Sec. 1XX2. Definitions.

810 For the purposes of this subtitle:

811 (1) "Digital literacy" means fluency in the use and security of interactive digital tools and
812 searchable networks including the ability to use digital tools safely and effectively for learning,
813 collaborating, and producing.

814 (2) "DOES" means the District Department of Employment Services.

815 (3) "Employment retention support" means activities delivered to participants after
816 securing employment that are aimed at assisting participants in maintaining employment with the
817 same employer.

818 (4) "Grant" means the Program funds authorized to be issued pursuant to section 1XX4.

819 (5) "Grantee" means an organization in receipt of a grant issued pursuant to section
820 1XX4.

821 (6) "Participant" means an individual selected by a grantee, pursuant to section 1XX4, to
822 participate in the Program.

823 (7) "Program" means the Jobs First DC Pilot Program established pursuant to section
824 1XX3.

825 (8) "Supportive services" shall have the same meaning as provided in 20 CFR § 651.10

826 (9) "WIOA" means the Workforce Innovation and Opportunity Act of 2014, approved
827 July 22, 2014 (128 Stat. 1425; 29 U.S.C. § 3101 *et seq.*).

828 Sec. 1XX3. Establishment of the Jobs First DC Pilot Program.

829 (a) There is established a Jobs First DC Pilot Program for the purpose of issuing grants to
830 assist in the placement of at least 300 District residents in unsubsidized permanent employment
831 and to fund 12 months of job retention support.

832 (b) The Program shall provide participants the following assistance:

833 (1) Assessment and evaluation of their job history, skills, and education;

834 (2) Information and referral to support services, as defined by 20 CFR § 651.10;

835 (3) Career services described in section 134(c)(2) of WIOA (128 Stat. 1520; 29
836 U.S.C. § 3174(c)(2));

837 (4) Resume development;

838 (5) Employment-readiness skills development;

839 (6) Interview preparation;

840 (7) Job search and application submission;

841 (8) Job referrals as described in 20 CFR § 651.10, to unsubsidized permanent
842 employment opportunities;

843 (9) Job interview follow-up and feedback;

844 (10) Employment orientation paperwork completion;

845 (11) Professional networking coaching; and

846 (12) 12 months of employment retention support.

847 (c) The Program may provide participants the following assistance:

848 (1) Digital literacy skills development;

849 (2) Review of credit scores and creation of a plan to improve a participant's credit
850 score; and

851 (3) Review of criminal history records and creation of a plan to ameliorate the
852 effects of or correct a participant’s criminal record.

853 Sec. 1XX4. Establishment of Jobs First DC grants.

854 (a) Beginning no later than November 1, 2021, the DOES shall issue a request for
855 applications for Jobs First DC Pilot Program grants.

856 (b) Beginning no later than December 15, 2021, DOES shall award a minimum of 2
857 grants, each not less than \$250,000 per year for a minimum of 2 years, subject to the availability
858 of funds, to provide job placement and employment retention support for District residents.

859 (c) To be eligible for a grant, an applicant shall:

860 (1) Be located in the District;

861 (2) Be a nonprofit organization with a 501(c)(3) status, as determined by the
862 Internal Revenue Service;

863 (3) Have demonstrated success providing the employment assistance described in
864 section 1xx3(b) to individuals with the characteristics described in section 1XX5(a)(4), as
865 evidenced by a minimum of a 65% employment placement rate; and

866 (4) Have demonstrated success providing employment support to individuals for
867 up to 12 months, as evidenced by a minimum of a 70% employment retention rate.

868 (d) DOES may give preference to applicants that have partnerships with:

869 (1) Organizations that provide criminal and credit record review and recovery
870 support; or

871 (2) Financial institutions to establish individual development accounts (“IDAs”)
872 for employed participants, in which the progressive employment retention bonuses outlined in

873 subsection (c) of this section and other savings can be deposited and matched to help participants
874 build assets and achieve financial stability.

875 (d) Grantees shall:

876 (1) Select Program participants according to the criteria outlined in section 1XX5.

877 (2) Provide participants the services outlined in section 1XX3(b); and

878 (3) Provide progressive employment retention bonuses totaling up to \$500 for

879 each participant who meets the following milestones:

880 (A) At 180 days of employment, a participant shall receive \$250; and

881 (B) At 365 days of employment, a participant shall receive \$250;

882 (4) Receive a training outcomes bonus totaling up to \$500 for each participant

883 who meets the following milestones:

884 (A) For each participant that remains employed for 180 days, a grantee

885 shall receive \$250; and

886 (B) For each participant that remains employed for 365 days, a grantee

887 shall receive \$250.

888 (e) Grantees may establish and facilitate a participant alumni group for the purpose of

889 providing participants access to education and training opportunities and to promote professional

890 advancement.

891 Sec. 1XX5. Participant conditions of eligibility.

892 (a) To be eligible to participate in the Program, an individual shall:

893 (1) Be a resident of the District;

894 (2) Be unemployed at the time of application to the Program;

895 (3) Be able to engage in regular, full-time employment, as assessed by the
896 grantee; and

897 (4) Have one or more of the following barriers to employment:

898 (A) Lack of consistent work history;

899 (B) History of a criminal record;

900 (C) History of substance abuse;

901 (D) History of mental illness; or

902 (E) Housing insecurity.

903 Sec. 1XX8. Reporting.

904 (a) Every 6 months, starting from receipt of a grant, a grantee shall furnish to DOES a
905 report on the following outcomes from the previous 6 months:

906 (1) The total number of participants placed in employment;

907 (2) The average starting wage for participants;

908 (3) The average number of days from official enrollment in the Program to
909 employment start date;

910 (4) The total number of participants achieving each progressive employment
911 milestone outlined in section 1XX4(d)(3) and the average participant wage at each milestone;

912 (5) The total sum of progressive employment retention bonuses issued to
913 participants; and

914 (6) The total sum of training outcomes bonuses issued to grantees.

915 (b) Beginning no later than December 15, 2022, and by December 15 annually thereafter,
916 DOES shall furnish a report to the Mayor and the Council containing the grantee performance
917 outcomes reported pursuant to subsection (a) of this section.

918 SUBTITLE X. HEROES PAY

919 Sec. 1XX1. Short title.

920 This subtitle may be cited as the “Heroes Pay Act of 2021”.

921 Sec. 1XX2. Definitions.

922 For the purposes of this subtitle:

923 (1) The following terms shall have the same meaning as provided in the
924 Coronavirus State and Local Fiscal Recovery Funds, Department of the Treasury, Interim final
925 rule, 86 Fed. Reg. 26820 (May 17, 2021), or any superseding rule:

926 (A) “COVID-19 public health emergency”;

927 (B) “Eligible employer”;

928 (C) “Eligible workers”;

929 (D) “Essential work”; and

930 (E) “Premium pay”.

931 (2) “Heroes pay” means premium pay.

932 (3) “Program” means the Heroes Pay Grant Program established pursuant to this
933 subtitle.

934 Sec. 1XX3 Heroes Pay Grant Program.

935 (a) There is established a Heroes Pay Grant Program for the purpose of providing heroes
936 pay to eligible workers who performed essential work in the District during the COVID-19
937 public health emergency through grants to their employers, including restaurants, hotels, health
938 care and long-term care facilities, and grocery and retail stores.

939 (b) The Mayor shall administer the Program consistent with the requirements of sections
940 602 and 603 of the Social Security Act, approved March 12, 2021 (134 Stat. ____; 42 U.S.C. §§

941 802 & 803), and implementing rules, regulations, and guidance issued by the U.S. Department of
942 the Treasury.

943 1xx4. Issuance of grants.

944 (a) The Mayor shall solicit applications from eligible employers in the District who seek
945 to provide heroes pay to eligible workers who earn less than 150% of the District's average
946 annual wage for all occupations, as defined by the U.S. Department of Labor, Bureau of Labor
947 Statistics' Division of Occupational Employment and Wage Statistics. The Mayor shall provide
948 at least 30 calendar days during which employers may apply for the grant assistance authorized
949 in this subtitle.

950 (b) Under the Program, eligible employers may receive the following amounts for
951 distribution to eligible workers:

952 (1) \$500 for each eligible worker who performed at least 100 hours of essential
953 work between March 1, 2020, and April 30, 2021, at a rate of \$5 per hour worked; and

954 (2) \$250 for each eligible worker who performed essential work for at least 50
955 hours after May 1, 2021, at a rate of \$5 per hour worked.

956 (c) To receive a grant authorized under this subtitle, an employer shall submit a grant
957 application that:

958 (1) Is in the form prescribed by the Mayor;

959 (2) Contains a heroes pay plan outlining:

960 (A) The total number of eligible workers for whom the employer seeks
961 heroes pay;

962 (B) The number of eligible workers, and amount of funds per worker, that
963 the employer seeks for heroes pay authorized pursuant to subsection (b)(1) of this section;

964 (C) The number of eligible workers, and amount of funds per worker, that
965 the employer seeks for heroes pay provided pursuant to subsection (b)(2) of this section; and

966 (D) For each eligible worker identified in the heroes' pay plan,
967 documentation reflecting the essential work the worker performed, the dates of such work, and
968 information requested by the Mayor related to the worker's wages and compensation;

969 (3) Bears the signature of the employer affirming that the heroes pay provided to
970 an eligible worker will be in addition to any wages or remuneration the eligible worker otherwise
971 received or will receive for the period for which the worker is to receive heroes pay; and

972 (4) Contains any additional information required by the Mayor.

973 (d) If funding sought by eligible employers exceeds funds available for the Program, the
974 Mayor may, notwithstanding subsection (b) of this section, award partial grants to eligible
975 employers of no less than 1/2 of the amount sought in the employer's application.

976 (e)(1) Eligible employers who receive grants pursuant to this subtitle shall distribute grant
977 funds to eligible workers according to the employer's heroes pay plan within 2 weeks after the
978 employer receives the grant funds;

979 (2) If an employer receives less than the requested amount under the employer's
980 heroes pay plan, the employer shall distribute grant funds to eligible workers according to its
981 heroes pay plan on a pro rata basis.

982 (3) An eligible employer that receives a grant pursuant to this subtitle shall supply
983 documentation, as prescribed in the Mayor's request for grant applications, demonstrating
984 compliance with the requirements of paragraphs (1) and (2) of this subsection to the Mayor.

985 (f)(1) The Mayor may issue one or more grants to a third-party grant-managing entity for
986 the purpose of administering the Program and making subgrants on behalf of the Mayor in
987 accordance with the requirements of this subtitle.

988 (2) No more than 8.5% of the total grant funds may be utilized for administration
989 of the Program.

990 (3) A third-party grant-managing entity shall comply with the requirements of
991 sections 602 and 603 of the Social Security Act, approved March 11, 2021 (134 Stat. ____; 42
992 U.S.C. §§ 802 & 803), and implementing rules, regulations, and guidance issued by the U.S.
993 Department of the Treasury.

994 (g) Grants issued to eligible employers and third-party grant-managing entities pursuant
995 to the Program shall be subject to the requirements of the Grant Administration Act of 2013,
996 effective December 24, 2013 (D.C. Law 20-61; D.C. Official Code § 1-328.11 *et seq.*).

997 Sec. 1xx5. Reporting.

998 Within 2 weeks after awarding heroes pay grants to eligible employers, the Mayor and
999 any third-party grant-managing entity shall publish online the names of all employer-grantees,
1000 and, for each employer-grantee, the total award amount and the number of employees receiving
1001 heroes pay.

1002 Sec. 1xx6. Rules.

1003 The Mayor, pursuant to Title I of the District of Columbia Administrative Procedure Act,
1004 approved October 21, 1968 (82 Stat. 1204; D.C. Official Code § 2-501 *et seq.*), may issue rules
1005 to implement the provisions of this subtitle.

1006

1007 SUBTITLE X. WORKPLACE RIGHTS GRANTS PROGRAM

1008 Sec. 1XX1. This subtitle may be cited as “Workplace Rights Grant Program Amendment
1009 Act of 2021”.

1010 Sec. XXX2. Subtitle J of the Fiscal Year 2020 Budget Support Act of 2019, effective
1011 September 11, 2019 (D.C. Law 23-16; D.C. Official Code § 32-171.01 *et seq.*), is amended to
1012 read as follows:

1013 “SUBTITLE J. WORKPLACE RIGHTS GRANT PROGRAM

1014 "Sec. 2091. This subtitle may be cited as the “Workplace Rights Grant Program
1015 Amendment Act of 2021”.

1016 “Sec. 2092. Definitions.

1017 “For the purposes of this subtitle, the term:

1018 “(1) “Activities” means conducting outreach to, providing worker education to, or
1019 providing legal services for eligible individuals related to employment laws.

1020 “(2) “Community-based organization” means a nonprofit organization, including
1021 a legal services provider, headquartered in the District of Columbia whose purpose OAG
1022 determines is aligned with one or more purposes of the Program.

1023 “(3) “Eligible individual” means an individual who works in the District.

1024 “(4) “Employment laws” means workplace leave laws and:

1025 “(A) The Minimum Wage Act Revision Act of 1992, effective March 25,
1026 1993 (D.C. Law 9-248; D.C. Official Code § 32-1001 *et seq.*);

1027 “(B) An Act To provide for the payment and collection of wages in the
1028 District of Columbia, approved August 3, 1956 (70 Stat. 976; D.C. Official Code § 32-1301 *et*
1029 *seq.*);

1030 “(C) Title II of An Act To provide for the payment and collection of
1031 wages in the District of Columbia, effective April 27, 2013 (D.C. Law 19-300; D.C. Official
1032 Code § 32-1331.01 *et seq.*);

1033 “(D) The Workplace Fraud Amendment Act of 2012 (D.C. Law 19-300;
1034 D.C. Official Code §32-1301.01 *et seq.*);

1035 “(E) The District of Columbia Unemployment Compensation Act,
1036 approved August 28, 1935 (49 Stat. 946; D.C. Official Code § 51-101 *et seq.*); and

1037 “(F) Federal laws that relate to or provide similar rights as the laws
1038 identified in subparagraphs (A) through (G) of this paragraph, including the Fair Labor Standards
1039 Act of 1938, approved June 25, 1938 (52 Stat. 1060; 29 U.S.C. § 201 *et seq.*), and the Family
1040 and Medical Leave Act of 1993, approved February 5, 1993 (107 Stat. 6; 29 U.S.C. § 2611 *et*
1041 *seq.*).

1042 “(5) “Grantee” means a community-based organization in receipt of a Program
1043 grant issued pursuant to section 2093.

1044 “(6) “Legal services” means the provision of legal advice, assistance, or
1045 representation regarding an individual's rights or responsibilities related to a particular matter or
1046 more general matters.

1047 “(7) “Legal services provider” means a nonprofit organization or clinical program
1048 headquartered in the District that provides legal services.

1049 “(8) “Low- or moderate-income eligible individual” means an individual who
1050 works in the District and who earns an hourly wage or salary equivalent to less than 3 times the
1051 District minimum wage or who has a household income that falls at or below 400% of the

1052 federal poverty guidelines issued by the United States Department of Health and Human
1053 Services.

1054 “(9) “OAG” means the Office of the Attorney General for the District of
1055 Columbia.

1056 “(10) “Program” means the Workplace Rights Grant Program established
1057 pursuant to section 2093.

1058 “(11) “Workplace leave laws” means laws that provide for eligible individuals to
1059 take leave from their employment and protect the right to do so, and include the:

1060 “(A) Accrued Sick and Safe Leave Act of 2008, effective May 13, 2008
1061 (D.C. Law 17-152; D.C. Official Code § 32-531.01 *et seq.*);

1062 “(B) Universal Paid Leave Amendment Act of 2016, effective April 7,
1063 2017 (D.C. Law 21-264; D.C. Official Code § 32-541.01 *et seq.*);

1064 “(C) District of Columbia Family and Medical Leave Act of 1990,
1065 effective October 3, 1990 (D.C. Law 8-181; D.C. Official Code § 32-501 *et seq.*); and

1066 “(D) Protecting Pregnant Workers Fairness Act of 2014, effective March
1067 3, 2015 (D.C. Law 20-168; D.C. Official Code § 32-1231.01 *et seq.*).

1068 “Sec. 2093 Establishment of Program and issuance of grants.

1069 “(a) There is established the Workplace Rights Grants Program for the purpose of
1070 authorizing OAG to provide grants to community-based organizations to conduct activities with
1071 eligible individuals related to employment laws and to inform the OAG’s work related to
1072 employment laws.

1073 “(b) OAG shall administer the Program by:

1074 “(1) Issuing Program grants to community-based organizations to provide
1075 outreach and worker education; outreach and legal services; or a combination of outreach,
1076 worker education, and legal services;

1077 “(2) Awarding Program grants at least annually, which may include the
1078 continuation or renewal of multi-year grants, to at least 2 qualified community-based
1079 organizations;

1080 “(3) Adopting policies, procedures, guidelines, and requirements for the grants,
1081 including performance measures and target outcomes; and

1082 “(4) Issuing all grants pursuant to the requirements set forth in the Grant
1083 Administration Act of 2013, effective December 24, 2013 (D.C. Law 20-61; D.C. Official Code
1084 § 1-328.11 *et seq.*).

1085 “(c) OAG may:

1086 “(1) Require that at least 95% of the individuals served by a Program grant in a
1087 grant year be low- or moderate-income eligible individuals or reasonably believed to be low- or
1088 moderate-income eligible individuals; and

1089 “(2) Pay grants on a performance basis or a reimbursable basis.

1090 “(d) Program grants shall:

1091 “(1) Have a duration of at least one year and up to 3 years, subject to the
1092 availability of appropriations and contingent on satisfactory performance by a grantee during the
1093 grant’s first year or, if applicable, the grant’s second year; and

1094 “(2) Be for not less than \$100,000 per year per grant; provided, that OAG shall
1095 annually issue grants totaling at least \$150,000 to be utilized for activities related to workplace
1096 leave laws.

1097 “Sec. 2094. Grantee eligibility requirements.

1098 “(a)(1) To be eligible for a grant authorized under this subtitle, a community-based

1099 organization shall:

1100 “(A) Demonstrate in its application that it is well qualified to engage in the

1101 types of activities which will be funded, in whole or in part, by the grant;

1102 “(B) Specify in its grant application the planned staff, schedule, format,

1103 and intended audience of the activities it plans to provide and provide a summary of the content

1104 of any worker education that will be carried out during the grant period; and

1105 “(C) Include other information as required by OAG.

1106 “(2)(A) In addition to the criteria specified in paragraph (1) of this subsection, to

1107 be eligible for a Program grant, a legal service provider shall demonstrate that it:

1108 “(i) Has as its primary function the provision of free legal services

1109 to individuals; and

1110 “(ii) Employs or will employ at least one attorney licensed to

1111 practice law in the District who possesses at least 3 years’ experience representing employees in

1112 matters involving employment laws.

1113 “(B) A legal services provider that does not satisfy the criteria in

1114 subparagraph (A)(ii) of this paragraph may receive a Program grant if OAG determines, based

1115 on the legal service provider’s application, that it will provide high quality services.

1116 “(3)(A) In addition to the criteria specified in paragraph (1) of this subsection, to

1117 be eligible for Program grant funds, a community-based organization that is not a legal services

1118 provider shall demonstrate that it possesses at least 3 years’ experience:

1119 “(i) Conducting outreach to and establishing working relationships
1120 with significant numbers of eligible individuals; and

1121 “(ii) Working on or assisting workers to secure rights under
1122 employment laws.

1123 “(B) A community-based organization that does not satisfy the criteria in
1124 subparagraph (A)(i) of this paragraph may receive a Program grant if it applies in partnership
1125 with a community-based organization that meets the requirements of both subparagraph (A)(i)
1126 and (ii) of this paragraph.

1127 “Sec. 2095. Grant uses.

1128 “(a) Grantees may conduct activities:

1129 “(1) Regarding a subset of employment laws;

1130 “(2) With workers in a single occupational group; provided, that the grant
1131 application demonstrates that such occupational group experiences significant,
1132 disproportionately high, or persistent violations of employment laws or that the occupational
1133 group requires targeted assistance in order to access programs under employment laws.

1134 “(b)(1) Grantees that provide worker education shall provide, to an eligible individual or
1135 group of eligible individuals, information on the rights and responsibilities of accessing benefits
1136 under, recognizing violations of and learning how to prevent or rectify violations of, or learning
1137 how to assist others to take steps to prevent or rectify violations of employment laws.

1138 “(2) Grantees conducting worker education may provide the following:

1139 “(A) Workshops;

1140 “(B) Peer education;

1141 “(C) Train-the-trainer services;

1142 “(D) Other creative means of worker education that will serve a significant
1143 number of eligible individuals and have a significant impact in meeting the goals of worker
1144 education; and

1145 “(E) In conjunction with one or more worker education activities listed in
1146 subparagraphs (A) or (B) of this subparagraph, distribute flyers, create websites and
1147 advertisements, or engage other forms of mass communication.

1148 “Sec. 2096. Transparency and reporting.

1149 “(a) OAG shall annually collect the following information from grantees:

1150 “(1) The number of eligible individuals served by gender, race, ethnicity, primary
1151 language, and age;

1152 “(2) The number of eligible individuals served by state of residence, and for
1153 District residents, by election ward;

1154 “(3) The occupational groups of eligible individuals served and the number of
1155 individuals served in each occupational group;

1156 “(4) A list of the activities provided, with a descriptive summary of each activity;

1157 “(5) The number of eligible individuals served in relation to each employment law
1158 or set of employment laws;

1159 “(6) Performance outcomes; and

1160 “(7) An evaluation of implementation challenges and recommendations for future
1161 improvements.

1162 “(b) OAG shall annually provide to the Council a report that includes:
1163 “(1) A list of grantees and the amount of grant funding provided to each;
1164 “(2) For each grantee, the information provided to OAG pursuant to subsection
1165 (a) of this section; and
1166 “(3) An overall evaluation of the Program, including implementation challenges
1167 and recommendations for future improvements.

1168 “(c) OAG may not require grantees to release to OAG any personally identifying
1169 information in connection with the preparation or provision of the reports described in this
1170 section.”.

1171 Sec. 1XX3. The Attorney General for the District of Columbia Clarification and Elected
1172 Term Amendment Act of 2010, effective May 27, 2010 (D.C. Law 18-160; D.C. Official Code §
1173 1-301.81 *et seq.*), is amended as follows:

1174 (a) Section 106b(c)(1)(B) (D.C. Official Code § 1–301.86b(c)(1)(B)) is amended by
1175 striking the phrase “provided in section 108c(a)” and inserting the phrase “provided in sections
1176 108c(a) and 108d(a)” in its place.

1177 (b) A new section 108d is added to read as follows:

1178 “Sec. 108d. Authority to issue grants for workplace rights.

1179 “(a) The Attorney General may issue grants for the purposes authorized pursuant to the
1180 Workplace Rights Grant Program Amendment Act of 2021, approved by the Committee of the
1181 Whole on July 20, 2021 (Committee print of Bill 24-285).

1182 “(b) Personnel and non-personnel costs related to administering any grants issued
1183 pursuant to the authority provided in subsection (a) of this section may be paid from funds
1184 deposited into the Litigation Support Fund established in section 106b.

1185 “(c) The Attorney General may issue rules to implement this section.”.

1186

1187 SUBTITLE X. UNEMPLOYMENT COMPENSATION IMPROVEMENTS

1188 Sec. XX01. This subtitle may be cited as the “Unemployment Compensation

1189 Improvements Amendment Act of 2021”.

1190 Sec. XX02. The District of Columbia Unemployment Compensation Act, approved

1191 August 28, 1935 (49 Stat. 949; D.C. Official Code § 51-101 *et seq.*), is amended as follows:

1192 (a) Section 3(c)(2) (D.C. Official Code § 51-103(c)(2)) is amended by adding a new

1193 subparagraph (H) to read as follows:

1194 “(H)(i) The following benefits paid to an individual who became
1195 unemployed or partially unemployed as a result of the circumstances giving rise to the public
1196 health emergency shall not be charged to an employer’s experience rating:

1197 “(I) Benefits paid to the individual pursuant to section 101
1198 of the Coronavirus Support Temporary Amendment Act of 2021, enacted May 3, 2021 (D.C. Act
1199 24-62; 68 DCR 4824) (“section 101”), or any preceding or successive act of the Council of the
1200 District of Columbia authorizing payment of wage replacement benefits during the public health
1201 emergency on the same terms as those described in section 101;

1202 “(II) Benefits paid to the individual after the termination of
1203 the public health emergency as a continuation of the benefits described in sub-subparagraph (I)
1204 of this subparagraph; and

1205 “(III) Benefits paid under other local or federal law,
1206 including the federal Pandemic Emergency Unemployment Compensation program and extended
1207 benefits authorized under section 107(g).

1208 “(ii) For the purposes of this subparagraph, the term “public health
1209 emergency” means the Coronavirus (COVID-19) public health emergency declared pursuant to
1210 Mayor’s Order 2020-045, on March 11, 2020, and all subsequent extensions.”.

1211 (b) Section 10(a) (D.C. Official Code § 51-110(a)) is amended as follows:

1212 (1) Designate the existing text as paragraph (1).

1213 (2) A new paragraph (2) is added to read as follows:

1214 “(2) For the purposes of paragraph (1) of this subsection, the term “good cause”
1215 includes working in unsafe locations or under unsafe conditions where such unsafe working
1216 condition or location would cause a reasonable and prudent person in the labor market to leave
1217 the work, as determined by the Director based on the facts in each case.”

1218 (c) Section 19(d) (D.C. Official Code § 51-119(d)) is amended as follows:

1219 (1) Paragraph (1) is amended by striking the phrase “or by the collection remedy
1220 set forth in D.C. Official Code § 47-1812.11(a)” and inserting the phrase “no more than 3 years
1221 from the date that such sum was paid to the claimant” in its place.

1222 (2) A new paragraph (3) is added to read as follows:

1223 “(3)(A) Notwithstanding paragraph (1) of this subsection, during a covered
1224 period:

1225 “(i) The Director, except as provided in subparagraphs (B) and (C)
1226 of this paragraph, shall not:

1227 “(I) Initiate, file, or threaten to file a civil action for the
1228 collection of sums received as benefits to which a person was not entitled (“overpayment debt”);
1229 or

1230 “(II) Engage in communications related to such civil
1231 actions with persons alleged to owe an overpayment debt or their legal representatives, except as
1232 Directed by a court of competent jurisdiction or as necessary to comply with this subparagraph.

1233 “(ii) All activity in pending civil actions that the Director has
1234 brought against persons for the collection of an overpayment debt shall be stayed, and the
1235 Director shall not engage in any activity in violation of such stay.

1236 “(B) During a covered period, the Director shall continue to notify persons
1237 of their right to request overpayment waivers, to receive and process overpayment waiver
1238 requests, to provide information about an overpayment to a person or a person’s legal
1239 representative, and to engage in negotiations for the settlement of an existing overpayment debt.

1240 “(C)(i) In addition to any requirement under federal law, within 30 days
1241 after the applicability date of the Unemployment Compensation Improvements Amendment Act
1242 of 2021, approved by the Committee on the Whole on July 20, 2021 (Committee print of Bill 24-
1243 285), and, thereafter, within 30 days after a declaration of a public emergency, the Director shall
1244 individually notify each person against whom the Director has initiated a civil action for the
1245 collection of an overpayment debt, in writing, that:

1246 “(I) Any previously instituted civil action for the collection
1247 of an overpayment debt has been stayed until December 29, 2022, or during a public emergency,
1248 until 90 days after the public emergency terminates; and

1249 “(II) The Director is barred from engaging in
1250 communications with the person related to a civil action for the collection of an overpayment
1251 debt according to the terms of subparagraph (A)(i)(II) of this paragraph.

1252 “(ii) The Director shall retain proof that the notice required
1253 pursuant to sub-subparagraph (i) of this subparagraph was sent by a method reasonably
1254 calculated to reach the person alleged to owe the overpayment debt.

1255 “(D) Beginning on the later of the public emergency, or the date the
1256 Mayor issues the declaration of the public emergency, the statute of limitations period prescribed
1257 in paragraph (1) of this section shall toll until 90 days after the termination of the public
1258 emergency.

1259 “(E) After the conclusion of a covered period, the Director shall make
1260 reasonable efforts to resolve a dispute related to an overpayment debt for which a civil action
1261 was filed through settlement, including by making a reasonable offer to settle for less than the
1262 amount of the alleged overpayment.

1263 “(F)(i) Any settlement agreement to which the Director, or his or her
1264 designee, is a party for repayment of an alleged overpayment debt entered into during a covered
1265 period shall not be valid or enforceable unless the Director can demonstrate compliance with this
1266 paragraph.

1267 “(ii) A court of competent jurisdiction may void a
1268 settlement agreement described in sub-subparagraph (i) of this subparagraph if a person who is a
1269 party to the agreement demonstrates that the Director has not complied with the requirements of
1270 this paragraph.

1271 “(G) For the purposes of this paragraph the term:

1272 “(i) “Covered period” means:

1273 “(I) Fiscal Year 2022 and 90 days thereafter; or

1274 “(II) A public emergency and 90 days after the termination
1275 of the public emergency.

1276 “(ii) “Public emergency” means a period of time for which the
1277 Mayor has declared a public emergency pursuant to section 5a of the District of Columbia Public
1278 Emergency Act of 1980, effective October 17, 2002 (D.C. Law 14-194; D.C. Official Code §
1279 7-2304).”.

1280 Sec. XX03. Requirement to produce educational videos for common questions about
1281 unemployment insurance.

1282 (a) In Fiscal Year 2022, the Mayor shall produce 2 informational videos consistent with
1283 the requirements of this subtitle related to the administration and payment of benefits under the
1284 District of Columbia Unemployment Compensation Act, approved August 28, 1935 (49 Stat.
1285 946; D.C. Official Code § 51-101 *et seq.*) (“UI program”).

1286 (b) The first video shall explain the UI program’s rules regarding the requirement that
1287 claimants report weekly to the Department of Employment Services any earnings they receive
1288 during their benefit year, including earnings from employment and self-employment, (“benefit
1289 year earnings”), and shall specifically address:

1290 (1) What income is considered benefit year earnings for the purpose of the weekly
1291 unemployment claim;

1292 (2) When and how a claimant must report benefit year earnings;

1293 (3) Examples of how to report benefit year earnings for hourly workers and for
1294 tipped workers; and

1295 (4) Common errors claimants make when reporting benefit year earnings and how
1296 to avoid them.

1297 (c) The second video shall explain the UI program’s requirement that the claimant has
1298 inquired about available work in accordance with sections 9 and 10 of the District of Columbia
1299 Unemployment Compensation Act, approved August 28, 1935 (49 Stat. 950; D.C. Official Code
1300 §§ 51-109, -110), and shall specifically address:

- 1301 (1) What the work search requirement is;
- 1302 (2) How a claimant can satisfy the work search requirement; and
- 1303 (3) Common errors claimants make when trying to comply with the work search
1304 requirement and how to avoid them.

1305 (d) Each video shall:

- 1306 (1) Explain its content in simple, clear, and concise language that has a high
1307 likelihood of comprehension by a general audience;
- 1308 (2) Provide audio in English, Spanish, Amharic, Chinese, French, and other
1309 languages commonly spoken in the District;
- 1310 (3) Provide closed captions in English; and
- 1311 (4) Be viewable online from both personal computers and mobile devices.

1312 (e) For as long as the content of each video is current and substantially accurate, as
1313 determined by the Mayor, the Mayor shall display each video or a link leading to a website
1314 where the video can be viewed:

- 1315 (1) On the UI program’s website;
- 1316 (2) On the Department of Employment Services’ website;
- 1317 (3) At American Job Centers;
- 1318 (4) Through social media posts; and
- 1319 (5) In emails to UI program claimants.

1320 (f)(1) The Mayor shall procure the informational videos required pursuant to this section
1321 through grant or contract.

1322 (2) The person selected to produce the videos shall prepare a script for each video
1323 prior to the video's production and submit it to the Mayor for review. Within 30 days after
1324 receiving each script, the Mayor shall review and provide feedback on the script in order to:

1325 (A) Correct any misstatements related to federal or District law or
1326 procedures claimants must follow; and

1327 (B) Optimize the videos' accessibility to claimants.

1328

1329 SUBTITLE XX. DISTRICT GOVERNMENT EMPLOYEE RESIDENCY RESEARCH

1330 Sec. XXX. Short title.

1331 This subtitle may be cited as the “District Government Employee Residency Research
1332 Amendment Act of 2021”.

1333 Sec. XXX. The Jobs for D.C. Residents Amendment Act of 2007, effective February 6,
1334 2008 (D.C. Law 17-108; D.C. Official Code § 1-515.01 *et seq.*), is amended as follows:

1335 (a) Section 101 (D.C. Official Code § 1-515.01) is amended as follows:

1336 (1) New paragraphs (1A), (1B), and (1C) are added to read as follows:

1337 “(1A) “Common jurisdictions of residence” means a local jurisdiction where at
1338 least 500 District government employees reside; provided, that counties commonly known as the
1339 “eastern shore of Maryland” may be grouped together as one jurisdiction and all counties in
1340 West Virginia may be grouped together as one jurisdiction.

1341 “(1B) “DCHR” means the District Department of Human Resources.

1342 “(1C) “Demographics” means socioeconomic factors such as a District
1343 government employee’s race, household size, number of dependents, status as a parent of school-
1344 aged children, jurisdiction of birth, and household income.”.

1345 (2) A new paragraph (2A) is added to read as follows:

1346 “(2A) “Employment information” means the agency for which the employee
1347 works; the employee’s job title, salary, employment service and grade, occupation, and
1348 occupational group; the employee’s status as a full-time, part-time, term, or permanent
1349 employee; and the employee’s status as a highly-compensated employee.”.

1350 (3) New paragraphs (4) and (5) are added to read as follows:

1351 “(4) “Jurisdiction of residence” means the city, county, and state, as applicable, in
1352 which a District government employee maintains the employee’s primary or permanent
1353 residence.

1354 “(5) “Residency-related policies” includes the preference points for District
1355 residents who apply to District government employment and the District residency mandates in
1356 sections 102 and 103, respectively, or in other District law.”.

1357 (b) A new section 106a is added to read as follows:

1358 “Sec. 106a. Study of District government employee residency.

1359 “(a)(1) DCHR shall conduct a study on District government employee and applicant
1360 residency and residency-related policies (“study”), which it shall submit to the Council no later
1361 than October 1, 2022. The study shall utilize the results of each of the components described in
1362 subsection (b) of this section to provide a comprehensive analysis on the District government
1363 workforce as a whole and on sworn police officers, firefighters, and other groups regarding
1364 current patterns related to District government employees’ jurisdictions of residence; barriers to
1365 higher rates of District residency; reasons for District residency; effectiveness of current
1366 residency-related policies; and factors or policies that, if changed, could increase the rates of
1367 District residency for District government employees.

1368 “(2) DCHR shall provide the Council Committee on Labor and Workforce
1369 Development a status update on the research, in writing, 3 months, 6 months, 9 months, 10
1370 months, and 12 months following the applicability date of the District Government Employee
1371 Residency Research Amendment Act of 2021, approved by the Committee of the Whole on July
1372 20, 2021 (Committee print of Bill 24-285).

1373 “(b) The study shall consist of the following components:

1374 “(1) Results from a data analysis of the jurisdiction of residence of District
1375 government employees and applicants, consistent with the requirements of subsection (c) of this
1376 section;

1377 “(2) Results of an anonymous survey or confidential focus groups, or both, of
1378 District government employees and former employees related to their opinions and experiences
1379 regarding their jurisdictions of residence, consistent with the requirements of subsection (d) of
1380 this section; and

1381 “(3) Results of a review and analysis of District government agencies’ hiring
1382 practices and outcomes through data analysis and interviews or surveys, or both, of agency hiring
1383 directors, consistent with the requirements of subsection (e) of this section.

1384 “(c)(1) The study’s data analysis component shall collect and analyze data, to the extent it
1385 is available, for the purpose of documenting, for the District government workforce:

1386 “(A) Patterns, including correlations, between District government
1387 employees’ current jurisdictions of residence and employees’:

1388 “(i) Employment information;

1389 “(ii) Demographics;

1390 “(iii) Median housing costs, including monthly rent and home sale
1391 price, in common jurisdictions of residence; and

1392 “(iv) Applicable residency-related policies;

1393 “(B) Patterns, including rates of application and of hire, of District
1394 government job applicants, by jurisdiction of residence and then by agency, salary level,
1395 employment service and grade, occupation, and occupational group; and for District resident

1396 applicants, the analysis shall also include a review of total workforce and agency-level patterns
1397 and rates at which applicants:

- 1398 “(i) Were qualified for the applied-for jobs based on the 100-point
1399 scale;
- 1400 “(ii) Sought and received District residency preference points;
- 1401 “(iii) Received an interview;
- 1402 “(iv) Received job offers; and
- 1403 “(v) Accepted job offers; and

1404 “(C) Patterns related to District government employees moving into the
1405 District, maintaining residency in the District, or moving out of the District, and factors or
1406 circumstances that include the following:

- 1407 “(i) Employees’ jurisdictions of residence immediately before
1408 commencing work with the District government;
- 1409 “(ii) Residency-related policies, including the end of the 7-year
1410 period of required residency for employees who received a hiring preference pursuant to section
1411 102;
- 1412 “(iii) The length of time employees resided in the District before
1413 commencing employment with the District government;
- 1414 “(iv) Employment information; and
- 1415 “(v) Demographics and changes in demographics.

1416 “(2) Upon completion of the research and analysis conducted pursuant to
1417 paragraph (1) of this subsection, DCHR shall issue and submit to the Council a report
1418 documenting the findings of the data analysis for:

1419 “(A) The District’s workforce as a whole;
1420 “(B) Subordinate agency employees;
1421 “(C) Independent agency employees;
1422 “(D) Employees in jobs that require District residency;
1423 “(E) Employees in jobs that do not require District residency;
1424 “(F) Sworn police officers;
1425 “(G) Firefighters;
1426 “(H) Employees who received residency preference points;
1427 “(I) Employees with long tenures with the District government;
1428 “(J) Employees with short tenures with the District government; and
1429 “(K) Other groups and subgroups that produce findings of interest,
1430 relevance, or import, including disaggregation by demographics, employment information,
1431 occupation, and other factors, where such disaggregation demonstrates observable patterns of
1432 interest or importance.

1433 “(d)(1) The study’s anonymous survey or confidential focus groups component shall:

1434 “(A) Be conducted after issuance of the report required pursuant to
1435 subsection (c)(2) of this section and be informed by its findings;

1436 “(B) Include a sample size that is large and diverse enough for
1437 disaggregation into the groups of employees listed in subsection (c)(2) of this section.

1438 “(C) Capture demographic information as well as information on actual
1439 housing costs of survey participants;

1440 “(D) Capture data not available through the data analysis conducted
1441 pursuant to subsection (c)(1)(A) and (C) of this section;

1442 “(E) Include questions, and allow open-ended responses, related to:
1443 “(i) Why District government employees choose to live in the
1444 District or not to live in the District;
1445 “(ii) The decision-making considerations of employees as to their
1446 jurisdiction of residence, with a particular focus on housing costs, educational options, and other
1447 significant or common factors;
1448 “(iii) For public safety jobs, including sworn police officers and
1449 firefighters, the unique factors of their jobs and how those factors’ impact their decisions related
1450 to jurisdiction of residence;
1451 “(iv) How District resident employees are able to afford to live in
1452 the District; and
1453 “(v) Other questions aimed at collecting the information required
1454 in paragraph (3)(A) of this subsection or of interest, relevance, or importance to the study.
1455 “(2) DCHR may utilize up to \$10,000 to incentive participation in the survey.
1456 “(3) Upon completion of the survey or focus groups and analysis conducted
1457 pursuant to paragraph (1) of this subsection, DCHR shall issue and submit to the Council a report
1458 with findings from the survey and confidential focus groups, which shall:
1459 “(A) Include findings on:
1460 “(i) The circumstances under which and reasons why District
1461 residents hired into District government positions move out of the District;
1462 “(ii) The circumstances under which and reasons why new District
1463 government hires who are not District residents move into the District or do not move into the
1464 District;

1465 “(iii) Factors that would influence a non-District resident to
1466 voluntarily live in the District or allow the individual to live in the District if the employee’s job
1467 required District residency, including salary thresholds above which District employees who are
1468 not District residents would be willing or able to become District residents; and

1469 “(iv) Factors that would influence a District resident to remain a
1470 District resident in the long term;

1471 “(B) Disaggregate results by demographics, salary level, the employee
1472 groups listed in subsection (c)(2) of this section, and other factors;

1473 “(C) Provide average and median actual housing costs of survey or focus
1474 group participants, in sum and disaggregated by demographics, salary level, and other factors
1475 and;

1476 “(D) Withhold or combine data to the extent failure to do so would
1477 otherwise disclose a participant’s identity.

1478 “(e)(1) The study component related to a review and analysis of agencies’ hiring
1479 practices and outcomes shall utilize data gathered pursuant to subsection (c)(1)(B) of this section,
1480 related to District government employee applicants, and interviews with or surveys of agency
1481 hiring directors to inform the component, and shall include:

1482 “(A) A review of District government agencies’ actual recruitment, hiring,
1483 retention, and promotion practices, whether and to what extent such practices focus on hiring
1484 District residents, success or lack of success of such practices at hiring District residents, how to
1485 improve practices to increase hiring of District residents, and the main challenges, as supported
1486 by data or reported by hiring directors, in hiring District residents and recruiting to positions that
1487 require District residency;

1488 “(B) Identification of specific occupations or occupational groups and
1489 patterns or correlations related to occupations or occupational groups for which District residents
1490 represent less than 40% of new hires, each occupation’s or occupational group’s starting salary,
1491 and specific credentials necessary for each occupation or occupational group; and

1492 “(C) For agencies that consistently have an annual rate of new hires that is
1493 less than 40% District residents, data analysis of, and agency hiring directors’ perspective on, the
1494 reasons for such rates, such as inadequate recruitment, bona fide hard-to-fill positions, lack of
1495 qualified District-resident applicants, lack of positions that require residency, or other legitimate
1496 reasons.

1497 “(2) Upon completion of the research conducted pursuant to paragraph (1) of this
1498 subsection, DCHR shall issue and submit to the Council a report with findings of the review of
1499 hiring practices conducted pursuant to this subsection.

1500 “(f)(1) To perform the study and complete the reports required pursuant to this section,
1501 including to prepare the reports required in subsections (a), (c)(2), (d)(3), and (e)(2) of this
1502 section, DCHR may contract with or otherwise hire an outside entity with relevant expertise in
1503 conducting related research and using research methodologies required to produce the study.

1504 “(2) DCHR may use electronic communication tools, including e-mail, to
1505 facilitate a contractor or other external entity’s outreach to District government employees.

1506 “(3) DCHR shall:

1507 “(A) Provide a contractor or hired entity, should one be procured or hired,
1508 with the information and data necessary to facilitate completion of the study components
1509 outlined in subsection (b) of this section and shall assist the contractor or hired entity in

1510 obtaining data from other agencies, including the Office of the Chief Financial Officer
1511 (“OCFO”) Office of Tax and Revenue.

1512 “(B) Provide all raw data, survey questions, survey results, and all
1513 research components and other materials prepared by a contractor or hired entity for the research
1514 required by the study, but excluding individual-level data, to the Council upon request.

1515 “(g) In complying with the provisions of this section, DCHR shall take steps to ensure the
1516 privacy and confidentiality of current and former District government employees. DCHR may not
1517 release to the public or to the Council any findings or data that contain personally identifying
1518 information.

1519 “(h)(1) OCFO shall provide all information requested by DCHR or DCHR’s hired entity
1520 for the purposes of the research described in this subtitle unless sharing such information would
1521 violate District or federal laws. DCHR shall enter a data-sharing agreement with OCFO if
1522 necessary.

1523 “(2) Independent agencies shall provide all information requested by DCHR for
1524 the purposes of the research described in this subtitle. DCHR shall enter a data-sharing
1525 agreement with the agencies if necessary.”.

1526 (c) Section 108 (D.C. Official Code § 1-515.08) is amended as follows:

1527 (1) Paragraph (1) is amended by striking the phrase “this act” and inserting the
1528 phrase “this title” in its place.

1529 (2) Paragraph (2) is amended by striking the phrase “this act” and inserting the
1530 phrase “this title” in its place.

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1533 SUBTITLE XX. DISABILITY INSURANCE OVERPAYMENT REMEDY

1534 Sec. 1XX1. Short title.

1535 This subtitle may be cited as the “Disability Insurance Overpayment Remedy Act of
1536 2021”.

1537 Sec. 1XX2. Definitions.

1538 For the purposes of this subtitle, the term:

1539 (1) “Affected employee” means each past and current District government
1540 employee who DCHR determines overpaid premiums on disability insurance at any time during
1541 the period from January 1, 2010, through December 31, 2020.

1542 (2) “Disability insurance” means short-term or long-term disability insurance
1543 provided as a voluntary opt-in benefit for District government employees.

1544 (3) “DCHR” means the Department of Human Resources.

1545 (4) “Overpayment” means money paid by a District government employee for
1546 disability insurance premiums in excess of what the employee owed.

1547 Sec. 1XX3. Notification and repayment of premiums.

1548 By September 30, 2022, DCHR shall:

1549 (1) Identify all affected employees;

1550 (2) Individually notify each affected employee about the fact of the overpayment,
1551 the date range of the employee’s overpayment, the total dollar amount overpaid by the employee,
1552 and the formula DCHR used to arrive at the affected employee’s overpayment amount;

1553 (3) Provide affected employees a process to contest the overpayment calculation
1554 provided pursuant to paragraph (2) of this subsection;

1555 (4) Reimburse each affected employee by the amount DCHR determines the
1556 affected employee overpaid, after considering any contested calculations pursuant to paragraph
1557 (3) of this section; and

1558 (5) Submit to the Council a report containing the:

1559 (A) Total number of affected employees;

1560 (B) Date the District collected the first overpayment and the date the
1561 District ceased collecting overpayments;

1562 (C) Total amount of all overpayments paid by all affected employees;

1563 (D) Average amount by which affected employees overpaid their
1564 disability insurance premiums from 2010 through 2019; and

1565 (E) Total amount of money the District reimbursed to all affected
1566 employees.

1567 Sec. 1004. Applicability.

1568 This subtitle shall expire 30 days after the Council's receipt of the report described in
1569 section 1XX3.

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1573 SUBTITLE XX. MEDICAL MARIJUANA PROGRAM PATIENT EMPLOYMENT
1574 PROTECTION REGULATION CLARIFICATION

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1576 Sec. 1XX.1. Short title.

1577 This subtitle may be cited as the “Medical Marijuana Program Patient Employment
1578 Protection Regulation Clarification Amendment Act of 2021”.

1579 Sec. 1XX2. The District of Columbia Government Comprehensive Merit Personnel Act
1580 of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-601.01 *et seq.*), is
1581 amended as follows:

1582 (a) Section 1503a(h) (D.C. Official Code § 1-615.03a(h)) is amended by striking the
1583 word “rules” and inserting the phrase “rules pertaining to Council employees” in its place.

1584 (b) Section 2062(e) (D.C. Official Code § 1-620.62(e)) is amended by striking the word
1585 “rules” and inserting the phrase “rules pertaining to Council employees” in its place.

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1590 SUBTITLE XX. SUBJECT TO APPROPRIATIONS MODIFICATIONS

1591 Sec. XXX.1. Short title.

1592 This subtitle may be cited as the “Subject to Appropriations Modifications Amendment
1593 Act of 2021”.

1594 Sec. XXX2. Section 4 of the Medical Marijuana Program Patient Employment Protection
1595 Amendment Act of 2020, effective April 27, 2021 (D.C. Law 23-276; 68 DCR 4794), is
1596 repealed.

1597 Sec. XXX3. Section 301 of the Commission on Poverty Establishment Amendment Act
1598 of 2020, effective March 16, 2021 (D.C. Law 23-184; 68 DCR 1220), is repealed.

1599 Sec. XXX4. Section 302 of the Ban on Non-Compete Agreements Amendment Act of
1600 2020, effective March 16, 2021 (D.C. Law 23-209; 68 DCR 782), is amended to read as follows:

1601 “Section 302. Applicability.

1602 “This act shall apply as of April 1, 2022.”.

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