

## Basics in Farm Employment Law: District of Columbia

**Minimum Wage:** DC farm and ranch businesses are obligated to pay at least the minimum wage to workers. As of July 1, 2022, the minimum wage is \$16.10/hr.

**Overtime:** Farm and ranch businesses in DC are obligated to pay overtime wages to workers who work more than 40 hours a week. The overtime rate must be at least one and one-half times the regular hourly rate that worker receives.

**Meal and Rest Breaks:** Farm businesses in DC are not required by law to offer meal and rest breaks at specific intervals or of specific length to employees performing agricultural work. Meal and rest breaks may be required when an employee performs non-agricultural work.

**Workers' compensation:** DC farm and ranch businesses are obligated to secure workers' compensation for agricultural workers just as for other workers.

**Unemployment Insurance:** Farms and ranches in DC must begin paying unemployment insurance tax for agricultural workers through the Federal Unemployment Tax Act (FUTA) program when either of the following occurs: 1) during any calendar quarter of the current or preceding calendar year, the farm paid wages of \$20,000 or more, OR 2) the farm employed 10 or more individuals in agricultural labor during at least some part of a day (whether or not at the same time) during any 20 or more different weeks of the current or previous year.

All DC farms are also required to pay Unemployment Tax for all employees through the DC unemployment compensation program. DC's unemployment compensation law does not have a minimum amount of wages that must be paid before an employer is liable for UI tax and there is no exemption for agricultural workers.

*Disclaimer: This is a highly-abbreviated selection of specific agricultural employment laws and is not an encompassing list of obligations or detailed description of rules. It is intended for educational use only and is not to be construed as legal advice. Other obligations and rules may apply, particularly when a worker performs non-agricultural labor or is a sole proprietor, owner, manager, or family member of the farm business. For information, specific to an individual situation, a person must consult a qualified attorney licensed to practice in their state.*