



HAWDC e-HEADLINES

Volume 22, Issue 10 | June 05, 2019

Paid Family Leave Reminders:

Beginning **July 1, 2019**, the District will collect taxes from all private sector employers in the District to fund the Paid Family Leave (PFL) benefit. Employers are required to file quarterly wage reports and pay the tax for their employees every quarter. Employers must begin recording wages for workers on **April 1, 2019**. Employers will submit Q2 wage reports and pay the PFL tax beginning July 1, 2019, for wages paid to workers in April, May, and June 2019. The deadline to file the Q2 wage report is July 31, 2019.

How Do Employers Record Wages for Workers?

Employers will record and file quarterly wage reports in the same way they record and file quarterly wage reports for Unemployment Insurance (UI), using the UC-30 form. **You will not need to submit two wage reports. The UC-30 form will cover both UI and Paid Family Leave (PFL) wages.**

What Wages Do You Report?

The PFL tax will be assessed for gross wages paid to workers. The same wages that are reported for UI will be reported for PFL. Like UI, the PFL tax is assessed quarterly.

PFL Tax Formula:

$$\text{Gross Wages} \times 0.62\% \text{ Tax Rate} = \text{PFL Tax}$$

Download the Paid Family Leave Toolkit

The Paid Family Leave Employer Toolkit is now available! Click here to download the PDF for information about what employers and business owners need to know about Paid Family Leave, how to prepare for the employer tax beginning July 1, 2019, and information for self-employed individuals interested in opting into the Paid Family Leave program.

To access the employer toolkit, visit the DC Paid Family Leave website and find the toolkit on the Resources page.

Register for Upcoming Employer Webinars

The District Department of Employment Services will host Paid Family Leave Employer Webinars this month. The webinars cover upcoming

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employer responsibilities, requirements, and frequently asked questions. Register today for your preferred date - space is limited!

- [June 5 at 10:30 am](#)
- [June 14 at 1:30 pm](#)
- [June 21 at 10:30 am](#)
- [June 26 at 10:30 am](#)

Proposed DC Water Fees:

Last week, HAWDC attended a meet and greet with David Gadis, Chief Executive Officer, DC Water, hosted by the Apartment and Office Building Association. Mr. Gadis discussed his background and his goals for DC Water, to include building a better partnership with the business community.

He also discussed DC Water's recently proposed changes to its Clean Rivers Impervious Area Charge (CRIAC) that will now include a new sewer volumetric rate in addition to the traditional fee the impervious surface area. This new structure and rate will be a phased-in: 18% in FY 2020, 28% in FY 2021 and 37% in FY 2022 and beyond. Customers with relatively small amounts of impervious area but higher sewer usage including multi-family buildings, hotels, universities, hospitals and commercial office buildings will pay a higher CRIAC fee.

HAWDC will be submitting comments on the proposed rate changes and the impact that these proposed rates, along with previous additional fees that DC Water will be accessing will have on our members. HAWDC will continue to update members on the status of the proposed fees.

Washington Hospitality Foundation Awards Scholarships to High School Seniors:

The Washington Hospitality Foundation (WHF) and the Hotel Association of Washington D.C. (HAWDC) is proud to announce that it has awarded over \$70,000 in scholarships to 24 graduating seniors enrolled in the DCPS NAF Hospitality and Tourism Academies at Bell Multicultural High School at the Columbia Heights Education Campus (CHEC); Woodrow Wilson Senior High School; and Frank W. Ballou Senior High School.

The HAWDC Chairman's Award for Leadership was established in 2016 by the Hotel Association of Washington, D.C. to recognize the outstanding achievements of students enrolled in DC NAF



Hospitality and Tourism Academies. The scholarships are awarded to students based on academic performance, interest in the field of hospitality, student leadership, and involvement in extracurricular activities.



"We recognize the commitment to academic excellence demonstrated by these phenomenal students. We are thrilled to see so many students engaged in our industry and eager to study hospitality at the collegiate level. Awarding these scholarships is just one of the several ways we demonstrate our commitment to their future academic and career success," says Solomon Keene, President & CEO. WHF looks forward to hearing about these students' college experiences and their journey towards a career in hospitality.

Pictured (top, right): Thomas Penny, President & CEO, Donohoe Hospitality; Ejigayehu Diriba, Membership & Program Coordinator, Hotel Association of Washington D.C.; Amya McKoy, Senior, Ballou High School;
Pictured (center): Ejigayehu Diriba, Membership & Program Coordinator, Hotel Association of Washington D.C.; Alexa Bonilla, Senior, CHEC; Sosena Zaga, Senior, CHEC; Hans Matthew Baes, Senior, CHEC; Fatima Molina, Senior, CHEC; Cayla Lewis, Senior, CHEC; Derman Sanchez-Amaya, Senior, CHEC; Mitzi Graves, Senior, CHEC; Eric Osorio, Senior, CHEC; Adam Temesgen, Senior, CHEC; Jose Martinez, Senior, CHEC; Robel Tesfaye, Senior, CHEC; Celeste Aguilar, Senior, CHEC; Jade Henry, Senior, CHEC; Lisa Abrams, Vice President of Government Affairs, Hotel Association of Washington D.C. & Executive Director, Washington Hospitality Foundation.

Allied Member Spotlight:

ELCON Enterprises, Inc., T/A as Elevator Control Service, is one of the largest independently owned and operated vertical transportation contractors in the nation. Established in 1970, ELCON is the premier provider of preventive maintenance, repair, modernization and installation of the widest variety of vertical transportation equipment, automatic conveyor systems and vehicle barriers.



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