

OFFICE OF THE ATTORNEY GENERAL
NOTICE OF FUNDING AVAILABILITY
FY2022 Workplace Rights Grant Program

The Office of the Attorney General (OAG) seeks eligible organizations to apply to implement the Workplace Rights Grant Program.

The Attorney General for the District of Columbia is the District's chief legal officer. The Attorney General is responsible for charge and conduct of all the District's law business. The Attorney General is responsible for upholding the public interest. OAG enforces the laws of the District, provides legal advice to the District's government agencies, and promotes the interests of the District's citizens.

Purpose: The Workplace Rights Grant Program Act of 2021 established the Workplace Rights Grant Program at OAG, for the purpose of providing grants to community-based organizations to educate and assist District workers on employment laws and to inform OAG's work related to employment laws. This grant program would replace the Workplace Leave Navigators grant program, which is administered by the Department of Employment Services (DOES).

The goals of the Workplace Rights Grant Program are to:

- conduct outreach to, provide worker education to, or provide legal services for individuals who work in the District related to employment laws (workplace leave laws) and minimum wage, unemployment, wage collection, and other federal laws.
- Engage the community with information about resources necessary to keep District workers informed about employment laws; and,
- Inform OAG's work related to employment laws.

Background: OAG through its grant-making authority will issue program grants to community-based organizations to provide outreach and worker education, outreach and legal services, or a combination of outreach, worker education, and legal services related to employment laws. Legal services means the provision of legal advice, assistance, or representation regarding an individual's rights or responsibilities related to a particular matter or more general matters.

Employment laws means workplace leave laws that provide for eligible individuals (i.e., individuals who work in the District) to take leave from their employment and protect the right to do so, and include the:

- Accrued Sick and Safe Leave Act of 2008, effective May 13, 2008 (D.C. Law 17-152; D.C. Official Code § 32-531.01 et seq.);
- Universal Paid Leave Amendment Act of 2016, effective April 7, 2017 (D.C. Law 21-264; D.C. Official Code § 32-541.01 et seq.);
- District of Columbia Family and Medical Leave Act of 1990, effective October 3, 1990 (D.C. Law 8-181; D.C. Official Code § 32-501 et seq.); and

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

In addition:

- The Minimum Wage Act Revision Act of 1992, effective March 25, 1993 (D.C. Law 9-248; D.C. Official Code § 32-1001 et seq.);
- An Act To provide for the payment and collection of wages in the District of Columbia, approved August 3, 1956 (70 Stat. 976; D.C. Official Code § 32-1301 et seq.);
- The District of Columbia Unemployment Compensation Act, approved August 28, 1935 (49 Stat. 946; D.C. Official Code § 51-101 et seq.); and
- Federal laws that relate to or provide similar rights as the laws identified in subparagraphs (A) through (C) of this paragraph, including the Fair Labor Standards Act of 1938, approved June 25, 1938 (52 Stat. 1060; 29 U.S.C. § 201 et seq.), and the Family and Medical Leave Act of 1993, approved February 5, 1993 (107 Stat. 6; 29 U.S.C. § 2611 et seq.).

Estimated Available Funds: Through this Notice of Funding Availability, OAG announces the availability of \$750,000 in grant funding for Fiscal Year 2022 to eligible organizations subject to the availability of appropriations for Fiscal Year 2022. Grant award amounts vary as determined by the scope of the projects.

Eligible Applicants: Organizations that meet the following eligibility requirements at the time of application may apply; nonprofit, community-based organizations with an IRS 501(c)(3) or 501(c)(4) determination. This includes legal services providers headquartered in DC whose purpose OAG determines is aligned with one or more purposes of the Program.

Period of Performance: Date of award through September 30, 2022.

Grant Information Sessions: OAG will hold at least one informational session. Once confirmed, details about the informative session will be posted on OAG’s website at <https://oag.dc.gov/>. OAG encourages interested applicants to review the establishment act for the program here: https://lims.dccouncil.us/downloads/LIMS/47312/Signed_Act/B24-0285-Signed_Act.pdf on Pg. 111 – Pg. 115; Subtitle N. “Workplace Rights Grant Program.”

Request for Application (RFA) release date: January 3, 2022. The RFA for this competitive grant program will be available on OAG’s website at www.oag.dc.gov.

Applications will be evaluated based on the scoring criteria set forth in the RFA.

Deadline for Electronic Submission: Applications are due by 11:59 PM EST, February 15, 2022, and must be submitted through ZoomGrants, OAG’s online grant management system. For more information on this grant, please email LaToyia Hampton at latoyia.hampton1@dc.gov and Christian Barrera, Christian.barrera@dc.gov.