

dc paid  
**family leave**



# PLAN FOR TOMORROW TODAY



You don't have to choose between caring for yourself or your loved one and your job. DC Paid Family Leave is here for you when you need time off to care for yourself and your family.

Paid Family Leave covers a portion of your income for up to eight (8) weeks to bond with a new child, six (6) weeks to care for a family member with a serious health condition, six (6) weeks to care for your own serious health condition and two (2) weeks to get prenatal care.

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Paid Family leave provides 8 weeks to bond with a new child, 6 weeks to care for a family member with a serious health condition, 6 weeks to care for your own serious health condition and 2 weeks to receive prenatal care.

## Who Qualifies for Paid Family Leave?

DC Paid Family Leave is for all private-sector workers in DC, including people who work in DC but live in another state.

## How Much Money Will I Receive?

DC Paid Family Leave provides wage replacement of 90% of wages up to 1.5 times DC's minimum wage and 50% of wages above 1.5 times DC's minimum wage. To determine your benefit, DC Paid Family leave uses wages reported by your employer to the DC Department of Employment Services (DOES). The maximum weekly benefit amount beginning in 2021 is \$1,009.

Visit [does.dc.gov/page/dc-paid-family-leave](https://does.dc.gov/page/dc-paid-family-leave) to use the Benefits Calculator.

## PLAN FOR TOMORROW TODAY.

**Plan ahead.** Learn more about Paid Family Leave before you need it. Visit [dcpaidfamilyleave.dc.gov](https://dcpaidfamilyleave.dc.gov) or call the contact center at **202-899-3700**.

**New benefits begin October 1, 2021.**

## How Do I Apply?

Start by telling your employer that you will be applying for Paid Family Leave benefits. You must wait until after an event has occurred to apply for benefits.

You can apply online at [dcpaidfamilyleave.dc.gov](https://dcpaidfamilyleave.dc.gov) or by calling **202-899-3700**. If you are applying for medical or family leave, be sure to ask your health care provider to complete the required medical certification form before filing a claim. You can download the form by visiting the “How to Apply” section of our website.

After you apply, you can expect to hear back from the Office of Paid Family Leave within ten (10) business days.



## Other Frequently Asked Questions:

### **Q: Do I have to take all of my leave at once?**

**A:** No, you can schedule your leave based on the schedule you work. For example, if you take leave for three (3) days of your work week, and work the other two (2) days of your work week, you would receive leave benefits for the three (3) days that you were on leave, and not for the full week of leave. You may apply for DC Paid Family Leave benefits for all or a portion of the benefits you are allowed.

### **Q: Is my job protected when I take DC Paid Family Leave?**

**A:** DC Paid Family Leave does not provide job protection. Other laws, such as the Family and Medical Leave Act (FMLA), provide job protection when workers take Paid Family Leave. It is important for you to notify your employer before applying for leave and to determine a schedule that works.

### **Q: I live in Maryland but work in DC. Do I qualify?**

**A:** Yes, DC Paid Family Leave benefits are for all DC private-sector employees. You do not need to be a DC resident to qualify.