EMPLOYERS

dc paid family leave

PLAN FOR TOMORROW TODAY.

DC has implemented Paid Family Leave so you can support your employees during their time of need. Make sure you're ready to implement DC Paid Family Leave by July 1, 2020.

Taking care of your employees is good business. Paid Family Leave provides pay to your employees 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, or two (2) weeks to care for their own serious health condition.

DC Paid Family Leave benefits are paid in addition to any existing benefits that you may provide.

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 Do I Pay to Participate?

Paid Family Leave benefit payments are funded by a 0.62% quarterly payroll tax based on the immediate past quarter of gross or total wages paid, much like the Unemployment Insurance (UI) tax.

Payments to the fund began on July 1, 2019.

For more details on what information you need to provide for the payroll tax and the Paid Family Leave quarterly tax calculator, visit **dcpaidfamilyleave.dc.gov**.

How Much Can My Employees Receive in Paid Family Leave Benefits?

DC Paid Family Leave provides up to 90% of weekly wage replacement, with a maximum of $1,000 per week. To determine their benefits, DC Paid Family Leave uses the employee's past five (5) quarters of income paid by you and reported to the DC Department of Employment Services (DOES).

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Paid Family Leave will provide 8 weeks to bond with a new child, 6 weeks to care for a family member with a serious health condition, and 2 weeks to care for your own serious health condition.

What Do I Do If I'm a New Business?

New businesses must first register with the Department of Consumer and Regulatory Affairs (DCRA) and the Office of Tax and Revenue (OTR). After registering with DCRA and OTR, DOES will issue a determination on Unemployment Insurance (UI) liability. If an employer is subject to UI, then they will receive information on Paid Family Leave liability and registration.

Other Frequently Asked Questions:

Q: What do employers need to do to prepare their employees for Paid Family Leave?
A: Employers must notify all employees about DC Paid Family Leave and provide the Employee Notice to all employees on paper or electronically.

Q: Our company already offers paid family leave benefits. Do employees need to use DC Paid Family Leave?
A: DC Paid Family Leave benefits are separate from any employer-offered benefits. Employees may take DC Paid Family Leave and employer-provided family leave. It is up to the employer to determine how their company policies interact with DC Paid Family Leave. Employers may not reduce, in any way, the benefits provided by DC Paid Family Leave.

Q: Our business has several offices around the region. Do all employees qualify, or only those that work in DC?
A: Only your employees who work in DC and are reported to DC for the purposes of Unemployment Insurance (UI) are covered by DC Paid Family Leave. For more information on determining covered employees, please refer to the Paid Family Leave Employer Toolkit or download the UI Employer Handbook available at **does.dc.gov/publication/ui-employer-handbook**.

Download the **Paid Family Leave Employer Toolkit** and learn more on our website at **dcpaidfamilyleave.dc.gov** or call our contact center at **202-899-3700.**

PLAN FOR TOMORROW TODAY.

Plan ahead. Learn more about Paid Family Leave before you need it. Visit **dcpaidfamilyleave.dc.gov** OR call the contact center at **202-899-3700**.

File a claim starting **July 1, 2020.**

OFFICE OF PAID FAMILY LEAVE
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DOES DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES

WE ARE WASHINGTON DC GOVERNMENT OF THE DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR