



TELEWORK: Frequently Asked Questions

How do I know if I am covered by the PFL program?

Your employer is required to tell you if you are covered by the PFL program. If you are covered, your employer should have provided you with information about the PFL program. If you are uncertain about whether you are covered by the PFL program, you may ask your employer in which state your wages are being reported for the purpose of Unemployment Insurance taxes. If your wages are being reported to the District of Columbia (DC) and your employer has not notified you of an exception, then you are covered by the PFL program.

If I am teleworking outside of DC, but was working in DC before the pandemic, am I still covered by the PFL program?

In most cases, you would be, but you should ask your employer. If your telework arrangement is temporary and is expected to end after the public health emergency, then most likely your employer has been reporting your wages to the District of Columbia and you remain covered by the PFL program. To confirm, you may ask your employer in which state your wages are being reported for the purpose of Unemployment Insurance taxes. If your wages are being reported to the District of Columbia and your employer has not notified you of an exception, then you are covered by DC's PFL program.

Can I receive PFL benefits while I am working from home?

No, you are not allowed to earn income by working on any day during which you are receiving PFL benefits. This restriction includes telework. If you would like additional flexibility in your leave schedule, you may apply for intermittent leave benefits, which may allow you to take leave and receive PFL benefits on some days and perform work on other days. You just cannot work and receive benefits on the same day.