

DISTRICT OF COLUMBIA (D.C.)

PAID FAMILY LEAVE (DC PFL) FACT SHEET



Effective Date	Effective July 1, 2020, D.C.'s Universal Paid Leave Act provides eligible employees with up to eight weeks of paid leave in any 52-week period.			
Employee Eligibility	<ul style="list-style-type: none"> • Employees who spend more than 50% of their work time for the employer working in D.C.; or • Whose employment for the employer is based in the District, and not more than 50% of their work time for that covered employer is in another jurisdiction. 			
Covered Employers	<ul style="list-style-type: none"> • All D.C. employers who are required to pay unemployment insurance must participate. • Self-employed individuals may choose to opt-in. 			
Contribution Rates & Funding	<p>Employer: 0.62% of the covered individual's wages (no wage cap) Employee: 0%</p> <p>For covered employers, the reported wages for their covered workers will be the same gross wages they report for their quarterly Unemployment Insurance (UI) filings, including tipped wages. PFL contributions do not have a cap on the amount of wages/earnings subject to the tax.</p>			
Reasons for Leave	<p>Parental Leave:</p> <ul style="list-style-type: none"> • The birth of a child; • The placement of a child from adoption or foster care into their household; or • The placement of a child into their household that they legally assume and discharge parental responsibility over. 	<p>Medical Leave:</p> <ul style="list-style-type: none"> • Employee must have a serious health condition to qualify for personal medical leave. • In general, a serious health condition for the Family and Medical Leave Act (FMLA) or the DC Family and Medical Leave Act (DC FMLA) will likely be a serious health condition for PFL purposes. 	<p>Family Medical Leave:</p> <ul style="list-style-type: none"> • Employees can take leave to care for a family member who has a serious health condition (the same conditions that qualify for personal medical leave). 	<p>Prenatal Care:</p> <ul style="list-style-type: none"> • Employees can take leave for prenatal medical care before a child is born.
Weekly Benefits	Covered employees will receive benefits determined on a sliding scale based on their reported income, up to 90% of their weekly average wage, and a maximum of \$1,009, for each week they are on leave. Employers are not required to pay the difference between the PFL benefit and their worker's salaries. However, employers can choose to coordinate their own paid leave with the District's PFL to help their workers receive 100% wage replacement.			
Timing of Benefits*	<p>Begins on the eighth day of leave.</p> <p>*The waiting period has been waived for claims filed after October 1, 2021. This waiver will continue for up to one year after the public health emergency has ended.</p>			
Maximum Leave Benefit	<ul style="list-style-type: none"> • Parental Leave: Eight weeks • Medical Leave: Six weeks • Family Leave: Six weeks • Prenatal Leave: Two weeks <p>Generally, employees cannot take more than eight weeks of leave in the aggregate in any 12-month/52-week period. The exception to this is for pregnant women who are eligible for two weeks of prenatal leave for a maximum of ten weeks.</p>			
Voluntary Plan	State-administered plans only; no insured or self-insured plans permitted.			
Interacting with Other Laws	PFL doesn't change the requirements of other laws. If an employer is required to provide leave or accommodations under FMLA, DC FMLA, Accrued Safe and Sick Leave Act (ASSLA), the Americans with Disabilities Act (ADA), etc., then they must still comply with those laws.			
Additional Resources	For more information, visit the Paid Family Leave (PFL) GOV , Paid Family Leave (PFL) , or download The Paid Family Leave Act Toolkit .			