

e-Alert

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District of Columbia Increases Paid Leave Amounts

Background

On June 2, 2022, the District of Columbia passed the Fiscal Year 2023 Budget Support Act. This Act amends the Universal Paid Leave Act by extending the amount of leave available for parental, family, and medical leave from eight (8) weeks to twelve (12) weeks.

Summary

Beginning October 1, 2022, the maximum amount of paid leave a qualified employee may take in a 52-week period will be increased to twelve (12) weeks.

Leave Amount before October 1, 2022	Leave Amount effective October 1, 2022
Parental Leave: eight (8) weeks	Parental Leave: twelve (12) weeks
Family Leave: six (6) weeks	Family Leave: twelve (12) weeks
Medical Leave: six (6) weeks	Medical Leave: twelve (12) weeks
Prenatal Leave: two (2) weeks	Prenatal Leave: two (2) weeks

Prenatal and Parental leave can be stacked to give the employee a total of fourteen (14) weeks of paid leave. Otherwise, the maximum combined amount of paid leave is

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capped at twelve (12) weeks in a 52-week period.

In addition, beginning July 1, 2022, the Act reduced the amount employers must contribute to the Universal Paid Leave Fund from 0.62% to 0.26%. The one-week waiting period an employee had to wait before receiving benefits has also been eliminated.

Employer Next Steps

- Before the October 1, 2022, effective date - employers should evaluate their leave policy and prepare for the extended leave eligibility.
- Be reminded that notice of the Universal Paid Leave Act must be provided to employees upon hire, annually, and upon notice that an employee may need to utilize paid family leave.
- If you are a Full-Service or Virtual HR client and would like our assistance with updating your policy, please [email us](#).

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