

TWO (2) WEEKS MEDICAL LEAVE

Focus on taking caring of yourself without worrying about your paycheck.

DC offers Paid Family Leave benefits, so you don't have to choose between taking care of your health and earning income. Medical Leave provides up to two (2) weeks of benefits in a year to take care of your own serious health condition. This is a benefit provided by the DC Department of Employment Services (DOES), separate from any existing company benefits that your employer may provide.

Who Qualifies for Medical Leave?

DC Paid Family Leave allows you to take the time you need to be healthy and well during a difficult time. Medical Leave benefits apply to all DC employees who have a serious health condition. Eligible health conditions include:

- Conditions that cause an overnight stay at a hospital
- Conditions that cause an extended period of incapacity and a need for treatment
- Chronic conditions
- Incurable conditions
- Restorative surgeries
- Pregnancy or prenatal care appointments
- Preventative treatments

For more information about any of these eligible conditions, please visit dcpaidfamilyleave.dc.gov or call the contact center at **202-899-3700**.

How Much Can I Receive in Medical Leave Benefits?

DC Paid Family Leave provides up to 90% of weekly wage replacement for workers earning up to 1.5 times DC's minimum wage. The maximum weekly benefit amount is \$1,000. To determine your benefit, DC Paid Family Leave uses your past five (5) quarters of income paid by your employer and reported to the DC Department of Employment Services (DOES).

Visit does.dc.gov/page/dc-paid-family-leave to use the Benefits Calculator.

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**PAID FAMILY
LEAVE PROVIDES
2 WEEKS
OF MEDICAL LEAVE
TO CARE FOR YOUR
OWN SERIOUS
HEALTH CONDITION**



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How Do I Apply?

Start by telling your employer that you will be applying for Paid Family Leave benefits. Although you should notify your employer prior to the event of your intent to apply for benefits, you must wait until after the event occurs to apply for benefits.

When you apply for Paid Family benefits, DOES will request a medical certification from your medical provider confirming your qualifying health condition and your need for leave.

When you are ready to apply, you can do so online or by completing a paper application. Go to dcpaidfamilyleave.dc.gov, call **202-899-3700**, or visit your nearest American Job Center.

After you apply, the DC Office of Paid Family Leave will contact you within ten (10) business days.

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 **202-899-3700**.

File a claim starting July 1, 2020.



Other Frequently Asked Questions:

Q: Can I apply for Medical Leave benefits multiple times throughout the year?

A: Yes, you may receive DC Paid Family Leave benefits multiple times throughout the year. You may only receive a maximum of two (2) weeks of Medical Leave benefits and may only receive a maximum of eight (8) weeks of DC Paid Family Leave benefits (for other events, such as Parental Leave or Family Leave) per year. The date for which you first received benefits is when the year starts; it is not a calendar year. You will be eligible to apply for benefits again one year after that date.

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

A: No, DC Paid Family Leave does not provide job protection. Other laws, such as the Family and Medical Leave Act (FMLA), provide job protection when a person takes Paid Family Leave. It is important for the employee to notify their employer before applying for leave and to determine a schedule that works.

Q: My employer provides sick leave benefits. Can I use employer-provided sick leave benefits and DC Paid Family Leave benefits?

A: Yes, it is up to the discretion of your employer to determine how their employer-provided benefits will coordinate with DC Paid Family Leave benefits. Some employers may require employees to use DC Paid Family Leave benefits before applying for the employer-provided benefits. You may not work while receiving DC Paid Family Leave benefits, but you may receive both employer-provided and DC Paid Family Leave benefits simultaneously.

