

SIX (6) 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 six (6) 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 are available to all private-sector workers in the District 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**.

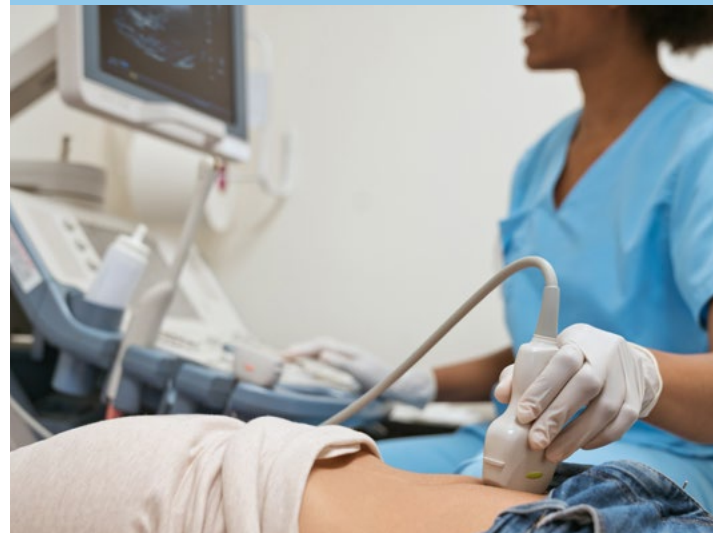
How Much Can I Receive in Medical Leave Benefits?

DC Paid Family Leave provides wage replacement of 90% of wages up to 1.5 times DC's minimum wage and 50% of wages above 1.5 times DC's minimum wage. To determine your benefit, DC Paid Family leave uses wages reported by your employer to the DC Department of Employment Services (DOES). The maximum weekly benefit amount beginning in 2021 is \$1,009.

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



PAID FAMILY
LEAVE PROVIDES
6 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. You should notify your employer as soon as possible of your intent to apply for benefits, but you must wait until after you have medical documentation to apply for benefits.

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

You can apply online at dcpaidfamilyleave.dc.gov or by calling **202-899-3700**.

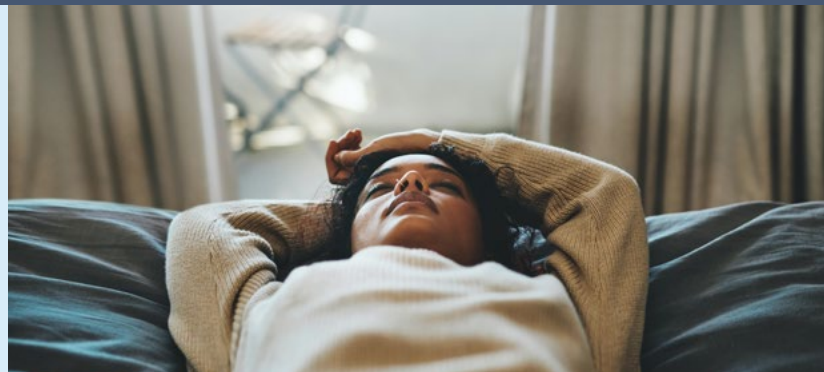
After you apply, the DC Office of Paid Family Leave will contact you within ten (10) business days.

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 at **202-899-3700**.

New benefits begin October 1, 2021.



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 six (6) weeks of Medical Leave benefits per year.

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

A: 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 you to notify your 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 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 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 at the same time.

