



EIGHT (8) WEEKS PARENTAL LEAVE

Planning to grow your family soon?

DC Paid Family Leave is available to help ease the transition.

DC offers Paid Family Leave benefits so you don't have to choose between caring for your loved ones and earning income. Parental Leave provides eight (8) weeks of benefits in a year to bond with a new child. 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 Parental Leave?

Parental Leave benefits apply to all DC employees who are taking time off from work to bond with a new child, including parents of newborns, adopted children, and foster children. You can receive Parental Leave benefits if you have experienced one of the following in the past year:

- Your biological child was born in the past year
- A child was placed with you for adoption in the past year
- A child was placed with you for foster care in the past year
- You legally assumed parental responsibility for a child in the past year

How Much Can I Receive in Parental 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. 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.



**PAID FAMILY
LEAVE PROVIDES
8 WEEKS
OF PARENTAL
LEAVE TO BOND
WITH A NEW CHILD**



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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 has occurred to apply for benefits.

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 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**.

File a claim starting July 1, 2020.



Other Frequently Asked Questions:

Q: Do I have to take all of my leave at once?

A: No, you can schedule your leave based on the schedule you work. For example, if you take leave for three (3) days of your work week, and work the other two (2) days of your work week, you would receive leave benefits for the three (3) days that you were on leave, and not for the full week of leave. You may apply for DC Paid Family Leave benefits for all or a portion of the benefits you are allowed.

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 workers take 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 paid maternity leave. Can I use employer-provided paid maternity 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 company-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.

