

## dc paid family leave



PLAN FOR TOMORROW TODAY.

DC offers Paid Family Leave so you don't have to choose between taking care of yourself or your loved ones and earning income at your business. Make sure you're ready to enroll in DC Paid Family Leave during open enrollment in November and December.

You're the boss. Taking care of yourself is good business. Paid Family Leave replaces a portion of your income for up to eight (8) weeks to bond with a new child, six (6) weeks to care for a family member with a serious health condition, six (6) weeks to care for your own serious health condition, or two (2) weeks to receive prenatal care.

### Who Qualifies for Paid Family Leave?

Self-employed individuals, both full-time and part-time workers, may opt into Paid Family Leave if they carry on a trade or business as a sole proprietor, independent contractor, or a member of a partnership.

To be eligible, the individual must earn self-employment income for work performed more than 50% of the time in DC during the 52 calendar weeks before their qualifying event. The income you earn must be reportable to the IRS as self-employment income.

A person may also be eligible if they have a business or work as a freelancer and also work for an employer that is covered by Paid Family Leave. A wide range of individuals may be considered self-employed including: ride-sharing drivers, bloggers, photographers, food-delivery workers, consultants, caregivers, artists, graphic designers, etc.

### How Much Do I Pay to Participate? How Much Money Will I Receive?

Self-employed individuals pay a 0.62% flat tax rate on their gross self-employment income. This tax applies to all of their self-employed businesses that they operate in DC for at least 50% of the time.

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 \$1,009. To determine your benefit, DC Paid Family Leave uses your past ten (10) quarters of income you earned, reported, and paid contributions on.

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Paid Family Leave will provide 8 weeks to bond with a new child, 6 weeks to care for a family member with a serious health condition, 6 weeks to care for your own serious health condition, and 2 weeks to receive prenatal care.

## When Can Self-Employed Individuals Opt-In to the Paid Family Leave program?

There are two times self-employed individuals can opt in to Paid Family Leave:

1. Every November and December (starting in 2020); or
2. Within 60 days of becoming self-employed in DC.

Self-employed individuals who don't opt in when they are first eligible will not be eligible for benefits during the first year after they opt in and must remain in the program for three years.

## Other Frequently Asked Questions:

**Q: Can members of the gig economy, like Uber/Lyft drivers opt in?**

**A:** Yes, if you are an independent contractor, you are eligible to opt in as self-employed. To receive benefits, you must earn income for work performed more than 50% of the time in DC.

**Q: What if my business changes and I hire an employee into my business?**

**A:** If you hire an employee, then you may be considered a covered employer and may also be required to create a separate employer Paid Family Leave account to report and pay contributions on your employee's wages.

**Q: What if I joined the program and then want to opt out?**

**A:** If you no longer want to be a part of the Paid Family Leave program, but remain self-employed, then you can opt out during November and December of any year, as long as you enrolled the first open enrollment period for which you were eligible to opt in. If you later decide to rejoin, you can't apply for paid leave benefits for at least one (1) year after opting back into the program.



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**Plan ahead.** Learn more about Paid Family Leave before you need it. Visit [dcpaidfamilyleave.dc.gov](https://dcpaidfamilyleave.dc.gov) or call the contact center at **202-899-3700**.

**New benefits begins October 1, 2021.**