

# KNOW YOUR RIGHTS

## D.C PAID FAMILY LEAVE BENEFITS

### AM I ELIGIBLE?

YES, IF:

- I work for an employer in D.C.
- My employer pays Unemployment Insurance in D.C.

### HOW MUCH WILL I BE PAID?

- **Up to 90% of your average weekly wage.**
- If you earn more than 150% of D.C.'s minimum wage x 40 per week, your benefits will be less than 90%.

### PREGNATAL LEAVE



- **2 weeks** of benefits for prenatal care.
- "Prenatal care" is defined by the paid leave benefits law as prenatal appointments, "bedrest," or prenatal physical therapy.

### PARENTAL LEAVE

- **12 weeks** of benefits for bonding after the birth or adoption of a child.

\*Maximum amount of leave benefits for one year is 12 weeks but prenatal can be combined with bonding for **14 weeks**.



### FAMILY CARE



- **12 weeks** of benefits to care for a family member with a serious health condition.

### MEDICAL LEAVE

- **12 weeks** of benefits to care for your own serious health condition, including treatment appointments and medical procedures.
- A pregnancy complication may be a serious health condition.

# Planning Ahead



Tell Employer

Fill Out Medical Forms

Apply

Miss Work

Receive Benefits



- Tell employer in advance
  - 30+ days for FMLA
  - 10+ days for PFL benefits
  - or as soon as possible
- Have medical provider complete PFL form and submit to PFL application portal.
- If required, have medical provider complete FMLA leave form and submit to employer.
- Submit PFL leave benefits application after qualifying leave event and before expected dates off. For birth parents, the qualifying leave event is the birth.
- Miss work as planned to:
  - bond with your child
  - recover from health issue
  - receive medical treatment
  - care for a family member
- Receive benefits about one week after missing work. The benefits will be distributed on a biweekly payment schedule.



Questions?  
Contact  
Project

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