

District of Columbia

<https://dcpaidfamilyleave.dc.gov/>



Date law enacted	Universal Paid Leave (UPL) Benefits Assessment Starts: 4/1/2019 Tax Due to State: 7/1/2019 Benefit Start: 7/1/2020
Annual updates due	October
Benefits can be used for	UPL can be used (1) for a worker's own serious health condition; (2) to bond with a child within one year of the child's birth or placement for foster care or adoption; or (3) to care for a family member with a serious health condition.
Type of law	District run only — no private plans allowed in substitution.
Funding source	Employer tax
Types of private plans	None
Limitations upon right to establish private plans	Not applicable
Employee contributions	None
Employer contributions required	0.62% of the covered employee's total wages each quarter.
Employers covered	Any business performing services in the District of Columbia that also pays Unemployment Insurance (UI) taxes for its employees, including non-profits and household employers that pay UI tax.
Employees excluded	If an employer does not pay UI tax on an employee for a quarter, then the employee is excluded. (i.e. work less than 50% in DC or on temporary assignment). Federal government and DC employees also excluded.
Religious exemptions	None
Employee eligibility requirements	In general, at least 50% of work occurs in the District of Columbia for a covered DC-based employer. Has been a covered employee for at least one week during the 52 calendar weeks preceding the qualifying event for leave.
How benefits are computed	For employees who earn 150% or less of DC's minimum wage multiplied by 40: 90% of the employee's average weekly wage, up to the cap. For employees who earn more than 150% of DC's minimum wage multiplied by 40: (1) 90% of 150% of DC's minimum wage multiplied by 40 plus (2) 50% of the amount above 150% of DC's minimum wage multiplied by 40, up to the cap.
Minimum weekly benefits	None
Maximum weekly benefits	\$1,009

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Maximum duration	<p>Combined max 8 weeks per 52-week period: Own health: 6 weeks Care for sick relative: 6 weeks Bonding: 8 weeks Prenatal: 2 weeks</p> <p>(May be subject to increase in 2022)</p>
Waiting period	<p>None</p> <p>(Normally 1 week, however it is waived starting 10/1/2021 through one year after the COVID-19 pandemic.)</p>
Maternity benefits	<p>Pregnancy-related disabilities treated as any other serious health condition.</p>
Effect of continued pay from employer during disability	<p>Generally, sick pay and benefits may be received simultaneously.</p> <p>STD can be received at the same time, but cannot be offset by payments received under this plan.</p>
State sick leave mandate	<p>Yes. Employees accrue one hour of paid sick time for every 37 to 87 hours worked and can accrue and use up to three to seven days, depending on employer's size. Employees in certain industries receive one hour for every 43 worked and can accrue and use up to five days regardless of employer size. Covers sick time for employee or family members' care and for absences associated with domestic violence, sexual abuse, or stalking.</p>
State program benefits financed by	<p>Employer Tax-paid to the Department of Employment Securities (DOES) for District fund.</p>
Post-employment	<p>None</p>
Job protection	<p>No</p>
Family leave covered relatives	<p>Child, parent, parent-in-law, spouse, grandparent, sibling, or registered domestic partner.</p>
Definition of wages used for contributions and benefits	<p>"Wages" means all remuneration for personal services, including commissions and bonuses and the cash value of all remuneration in any medium other than cash. Gratuities customarily received by an individual in the course of his employment from persons other than his employer shall be treated as wages received from his employer. The reasonable cash value of remuneration in any medium other than cash, and the reasonable amount of gratuities, shall be estimated and determined in accordance with the regulations prescribed by the Council of the District of Columbia. There are also some statutory exceptions.</p>