TIME OFF & LEAVE

DC PAID FAMILY LEAVE

FREQUENTLY ASKED QUESTIONS (FAQS)

Who is eligible for DC Paid Family Leave?

You are eligible for DC Paid Family Leave benefits if you:

- Spend more than 50% of your time working in DC, including teleworking from DC and;
- GW is reporting your wages to DC for the purpose of unemployment insurance taxes.

What does DC Paid Family Leave provide?

For claims filed before October 1, 2022:

- 8 workweeks of qualifying parental leave;
- 6 workweeks of qualifying family leave;
- 6 workweeks of qualifying medical leave; and
- 2 workweeks of qualifying pre-natal leave.

For claims filed on or after October 1, 2022:

- 12 workweeks of qualifying parental leave;
- 12 workweeks of qualifying family leave;
- 12 workweeks of qualifying medical leave; and
- 2 workweeks of qualifying pre-natal leave.

Prior to October 1, 2022, a maximum of 8 weeks per year can be paid. On or after October 1, 2022, a maximum of 12 weeks per year can be paid.

Note, the right to prenatal leave is separate from the right to parental leave. An eligible employee can take the maximum amount of both types of leave available.

How is DC Paid Family Leave paid?

The DC Government will be responsible for calculating the actual benefit amount and providing payment directly to employees.

Is DC Paid Family Leave job-protected leave?

DC Paid Family Leave does not provide job protection. Employees should also apply for FMLA leave through Lincoln Financial so their absence is protected.

How do I apply for DC Paid Family Leave?

Applications for DC Paid Family Leave can be submitted through the DC Office of Paid Family Leave website or by calling (202) 899-3700.

How is the DC Paid Family Leave benefit program funded?

DC employers, like GW, are required to contribute via a payroll tax to help fund the DC Paid Family Leave benefits for employees. This tax is 100% GW paid, with no employee contribution required.

How can I calculate my DC Paid Family Leave benefits?

If you are eligible for DC Paid Family Leave, you may receive a weekly benefit amount **up to 90%** of your weekly wages, with a maximum weekly benefit amount of **$1,049**. The DC Paid Family Leave website provides a Weekly Benefit Calculator you can use to estimate your weekly benefit amount.

How do DC Paid Family Leave benefits coordinate with GW provided benefits?

DC Paid Family Leave benefits received by employees is considered deductible income under GW paid short-term disability and staff paid parental leave programs. This means the amount you are eligible for under the DC Paid Family Leave benefit will be **subtracted** from your GW provided benefits. When applying for FMLA and GW provided benefits, Lincoln Financial will estimate the amount of your DC Paid Family Leave benefit which will be subtracted from your GW provided benefits. See below for an example.

Benefits Coordination Example:

On July 1, 2022, an employee who works more than 50% of the time in DC needs leave for a medical procedure and will need to take 16 weeks off work. The employee is eligible for 100% GW Paid Short Term Disability and DC Paid Family Leave. The employee's weekly wages (before taxes) is $1000. DC Paid Family Leave is approved for 12 weeks, which is the maximum duration for DC Paid Family Leave benefits for the employee's own health condition. GW Paid Short Term Disability is approved for 16 weeks, including the 14-day GW paid STD benefit elimination period.

- ✓ **Week one and two:** The employee receives $865 from DC for DC PFL benefits. The employee can also elect to use available annual and sick time to supplement GW pay during GW Paid STD benefit elimination period.
- ✓ **Week three through twelve:** The employee receives $865 from DC for DC PFL benefits and $135 from GW for GW Paid STD benefits.
- ✓ **Week twelve through fourteen:** The employee receives $1000 from GW for GW Paid STD benefits.

Questions?

For questions regarding the DC Paid Family Leave program, please contact the DC Office of Paid Family Leave at does.opfl@dc.gov or visit their website at dcpaidfamilyleave.dc.gov where you can find details on eligibility, benefit calculations and more.

For information on GW-administered parental, family and medical leave benefits, including how those benefits coordinate with DC Paid Family Leave, please contact GW Benefits at timeoff@gwu.edu. Detailed information on GW-administered benefits can also be found on the GW Benefits website.