



Paid family leave laws are changing across the U.S. as more states recognize the importance of employee time off for caring and healing.

Stay up to date with the latest in paid leave legislation with **Leave and Absence Management Solutions from Unum.**

## Who is covered?

### Employer coverage

- All non-government, private sector employers, except those that are exempt from D.C taxes by federal law or treaty
- Self-employed individuals who have opted into the program

### Employee eligibility

To be eligible, employees must:

- Have worked over 50% of the time in D.C. in the 52 calendar weeks immediately preceding the leave
- OR
- Regularly spend a substantial amount of time working in D.C. and work less than 50% of their time in another jurisdiction

## Reasons for leave

- To care or provide companionship for a family member with a serious health condition (child any age, spouse, domestic partner, parent, grandparent, sibling)
- To care for an employee's own serious health condition
- To bond with a new child due to birth, adoption, foster-care placement or legal guardianship within the first year of the child's birth or placement

## Benefit amount

### Maximum annual leave duration

- **Family Caregiver Leave:** 6 weeks
- **Medical Leave:** 2 weeks
- **Parental Leave:** 8 weeks
- **Combined duration of paid leave:** 8 weeks in a 52-week period

## Pay during leave

Employee's weekly wage	Weekly benefit
≤40 x 150% of the D.C. minimum wage (\$15.00/hour in 2020)	90% of the employee's average weekly wage
>40 x 150% of the D.C. minimum wage	90% of 150% of the D.C. minimum wage + 50% of the amount by which the employee's average weekly wage exceeds 150% of the D.C. minimum wage
Maximum weekly benefit = \$1,000	



## Washington D.C. Universal Paid Leave

### Other protection and provisions

- This law does not provide job protection
- A 1-week waiting period per 52-week period applies
- Payments will be funded by an additional 0.62% employer payroll tax from private-sector employees starting on July 1, 2019



**With Unum Leave and Absence Management Solutions,** you can be sure your organization stays in compliance with ever-changing laws, helping you avoid costly fines and legal fees while ensuring your employees get the time off they're entitled to.

To learn more, visit [unum.com/fmla](https://unum.com/fmla) or contact your Unum Sales Representative.

**Note:** Current as of June 12, 2019 and subject to change as additional information becomes available from the state.

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