



*Helping working families make it work.*

## What Are My Workplace Rights in D.C. Related to COVID-19? (As of April 10, 2020)

<b>If...</b>	<b>...can I get paid leave?</b>	<b>...can I get unemployment benefits? *</b>	<b>Additional Information</b>
<b>I have been laid off or my employer has closed down because of COVID-19.</b>	No. You must be employed to receive paid leave.	Yes, you can receive up to 39 weeks of benefits. You can also receive an additional \$600 per week in federal unemployment benefits through July 31, 2020.	You can receive benefits even if you would not usually qualify because you have not been employed for 30 days and/or don't have work history.
<b>My hours have been reduced because of COVID-19.</b>	No. If you are able to work or telework you are not eligible for paid leave.	Yes, you can receive up to 39 weeks of benefits to compensate for reduced hours. You can also receive an additional \$600 per week in federal unemployment benefits through July 31, 2020.	You can receive benefits even if you would not usually qualify because you have not been employed for 30 days and/or don't have work history.
<b>I am self-employed, a gig worker, or an independent contractor unable to work due to COVID-19.</b>	No, you do not have any specific rights to paid leave related to COVID-19.	Yes, you can receive up to 39 weeks of benefits. You can also receive an additional \$600 per week in federal unemployment benefits through July 31, 2020 under emergency laws related to COVID-19, even though you are normally not eligible for unemployment benefits.	
<b>I am pregnant and am concerned about being exposed to COVID-19 at work.</b>	No, you do not have any specific rights to paid leave related to COVID-19 based on your pregnancy but may be eligible if you are ordered by a medical provider to stay home. (see below).	If you are advised to stay home by a medical professional or public health official, you may be entitled to unemployment benefits. You may also be entitled to benefits if you quit because your employer is not observing safety guidelines.	If you work in DC or have a high-risk/complicated pregnancy you may be entitled to reasonable accommodations at work, as recommended by a

\*You must be legally authorized to work in the United States to receive unemployment benefits.

			medical provider, to limit your exposure to COVID-19.
<b>I am in a high-risk group and am concerned about being exposed to COVID-19 at work.</b>	No, you do not have any specific rights to paid leave related to COVID-19 but may be eligible if you are ordered to stay home by a doctor or government official. (see below)	If you are advised to stay home by a medical professional or public health official, you may be entitled to unemployment benefits. You may also be entitled to benefits if you quit because your employer is not observing safety guidelines.	You may be entitled to reasonable accommodations at work, as recommended by a medical provider, to limit your exposure to COVID-19.
<b>I have been ordered to stay at home by the government or my medical provider because of COVID-19.</b>	Yes, if your employer has fewer than 500 employees, it may be required to give you 2 weeks of job-protected paid leave at your regular pay or minimum wage, whichever is higher. If your employer has at least 500 employees or you are ordered to stay home for more than 2 weeks, you may be entitled to unpaid, job-protected leave under the DCFMLA.	Yes, but not while you are also receiving paid leave from your employer. If you do not qualify for paid leave or are ordered to stay at home beyond your paid leave, you may be entitled to unemployment benefits.	If you become seriously ill (e.g. if you are hospitalized), you may be entitled to additional unpaid job-protected leave under the DC FMLA.  You may also be entitled to workers' compensation if you were exposed to COVID-19 at work.
<b>I need to care for a relative who has been ordered to stay at home by the government or a medical provider because of COVID-19.</b>	Yes, if your employer has fewer than 500 employees in the U.S., your employer may be required to give you 2 weeks of job-protected leave with partial pay. If your employer has 50 or more employees and you have been employed for at least 15 days, you can receive full pay.  If your employer has at least 500 employees or your relative is ordered to stay home for more than 2 weeks, you may be entitled to unpaid,	Yes, but not while you are also receiving paid leave from your employer. If you do not qualify for paid leave or are unable to work because of the need to care for a relative beyond your paid leave, you may be entitled to unemployment benefits.	If your relative becomes seriously ill (e.g. if they are hospitalized) and you need to care for them, you may be entitled to additional unpaid job-protected leave under the DC FMLA.  You may substitute available sick time or PTO to compensate for reduced pay.

	job-protected leave under the DCFMLA.		
<b>I am concerned about going to work because I live with someone who is high-risk.</b>	No, you do not have any specific rights to paid leave related to COVID-19, but you may be eligible if you or your high-risk relative has been ordered to stay at home by the government or a medical provider (see above).	You may be eligible for unemployment benefits, but we are waiting for guidance from the D.C. government. You are eligible if you or your relative are ordered to stay home by the government or a medical provider and you are not receiving paid leave.	
<b>I need to care for a child whose school or childcare provider is closed due to COVID-19.</b>	Yes, if your employer has fewer than 500 employees, your employer may be required to give you 2 weeks of job-protected with partial pay. If your employer has 50 or more employees and you have been employed for at least 15 days, you can receive full pay.  If you have been employed for 30 days or more, you may be entitled to a total of 12 weeks of leave with partial pay.	Yes, but not while you are also receiving paid leave from your employer. If you do not qualify for paid leave or need more than 12 weeks off to care for your child, you may be entitled to unemployment benefits.	You may substitute available sick time or PTO during unpaid leave or to compensate for reduced pay.

**For more information about your workplace rights related to COVID-19, please contact First Shift Justice Project at (240)241-0897 or [intake@firstshift.org](mailto:intake@firstshift.org).**

**We are also available to assist you in filing your application for unemployment.**