



*Helping working families make it work.*

## **D.C. PAID FAMILY LEAVE BENEFITS AND COVID-19**

- **If I am employed in DC and have COVID-19, can I receive paid family leave benefits?**
  - Yes, you may be eligible for **up to 2 weeks** of benefits if you are diagnosed with COVID-19 and are hospitalized and/or ordered to stay home by a medical provider.
- **Am I eligible for paid family leave benefits if I am quarantined and/or experiencing COVID-19 symptoms?**
  - No, individuals who are quarantined but have not been diagnosed with COVID-19 will not be eligible for paid family leave benefits.
- **Can I receive paid family leave benefits if I am caring for a family member who has COVID-19?**
  - Yes, if your family member requires care or supervision due to a diagnosis of COVID-19, you can receive paid family leave benefits for up to **6 weeks**.
- **If I lost my job recently am I eligible for paid family leave benefits?**
  - If you are not currently employed, you are not eligible for paid family leave benefits.
  - You will become eligible as soon as you are employed again in DC and have worked some or all of the 52 weeks prior to your application for benefits.
- **Can I receive benefits retroactively if I was diagnosed before July 1, 2020?**
  - You cannot receive benefits for any time off taken before July 1.
- **Can I receive unemployment benefits at the same time as paid family leave benefits?**
  - No, you cannot receive any unemployment benefits at the same time as paid leave benefits.
- **Am I entitled to return to my job after receiving paid leave benefits for time off taken for COVID-related reasons?**
  - D.C. paid leave benefits **do not come with job protection**; however, during the COVID-19 public health emergency **employees in D.C. are protected from losing their jobs under the DC Family Medical Leave Act (DCFMLA)** if they are unable to work for reasons related to COVID-19.

- You must request DCFMLA leave separately from paid family leave benefits, directly from your employer.
- **What if I need more time off?**
  - Expanded DCFMLA leave allows you to take up to 16 weeks of job-protected leave for reasons related to COVID-19.
  - Once you have used up your paid leave benefits, the leave will be unpaid, but you may be eligible to receive unemployment benefits.

If you have questions about paid family leave benefits, you can contact First Shift Justice Project at [intake@firstshift.org](mailto:intake@firstshift.org) or (240)241-0897.