

When Do You Need D.C.'s Paid Family Leave Benefits?

For Pregnant and Parenting D.C. Workers

During Pregnancy

Prenatal Visits & Complications



Determine Eligibility

- Benefits available for routine appointments or medical complications
- All D.C. workers have job-protection for pregnancy-related needs



Tell your Employer

- 30+ days before for FMLA leave
- 10+ days before for Paid Family Leave benefits
- Or as soon as possible



Medical Forms

- Ask medical provider to complete forms as soon as possible for:
 - Request for leave to employer
 - Paid Family Leave benefits



Apply for Benefits

- Submit Paid Family Leave benefits application for dates when you plan to take leave.*

*Benefits not available for leave already taken except in special circumstances.



Miss Work

- Miss work as planned for routine appointments or ongoing complications



Receive First Payment

- Receive first benefit payment about 2-4 weeks after applying, every other week payment schedule

Parental Leave

When A Child Joins Your Family



Determine Eligibility

- Benefits available in first year after birth, adoption, or foster care
- Birthing parents have job-protection; other parents should ask a lawyer



Tell your Employer

- 30+ days before for FMLA leave
- 10+ days for Paid Family Leave benefits
- Or as soon as possible



Fill out Forms

- Complete employer-required forms
- Set up Paid Family Leave benefits account and start application



New Child Arrives

- Your child joins your family by birth, adoption, or foster care
- You miss work (or plan to miss work in the future)



Apply for Benefits

- Submit Paid Family Leave benefits application for dates when you plan to take leave.*

*Benefits not available for leave already taken except in special circumstances.



Receive First Payment

- The first 7 days after birth/placement may be an unpaid waiting period
- Receive first benefit payment about 2-4 weeks after applying, every other week payment schedule