

Larkin District of Columbia - Leave Examples

Example 1
An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 10 weeks of parental leave.

	Pregnancy Disability						Parental (Bonding) Leave									
Leave Laws	DC FMLA (Medical Leave)						DC FMLA (Family Leave)									
	Federal FMLA															
State Income Replacement Benefits	DC PFL															
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

DC FMLA runs concurrently with federal FMLA where an employee is eligible for each law.
In this example, the employee has used all their leave allowed under federal FMLA in a 12-month period. Employees are eligible for 16 weeks of DC FMLA leave for medical AND family leave reasons (up to 32 weeks total) in a 24-month period. Thus, the employee has 6 weeks of family (parental) DC FMLA leave remaining to use before their baby turns 1. Additionally, DC PFL is payable through 12 weeks total (14 weeks if prenatal leave is used), so the employee has exhausted their DC PFL benefit by week 12.

Example 2
An eligible non-birthing parent is requesting 16 weeks of parental leave to bond with their newborn.

	Parental (Bonding) Leave															
Leave Laws	DC FMLA															
	Federal FMLA															
State Income Replacement Benefits	DC PFL															
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16

DC FMLA runs concurrently with federal FMLA where an employee is eligible for each law.
As of the 16th week of their leave, the employee has used all their parental leave allowed under federal FMLA a 12-month period, and under DC FMLA within a 24-month period.

Example 3
An eligible employee requires 12 weeks of medical leave to recover from their surgery.

	Medical Leave											
Leave Laws	DC FMLA											
	Federal FMLA											
State Income Replacement Benefits	DC PFL											
Week	1	2	3	4	5	6	7	8	9	10	11	12

DC FMLA runs concurrently with federal FMLA where an employee is eligible for each law.
In this example, the employee has exhausted their 12 weeks of federal FMLA and paid benefits under DC PFL within a 12-month period. They have a remaining 4 weeks of DC FMLA to use for medical reasons at a later date within the same a 24-month period.

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