

<div>Larkin</div> <div>District of Columbia - State Leave and Pay Summary Table</div>										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
D.C Family and Medical Leave Act (DCMLA)	Leave Laws - DCFMLA runs concurrently with federal FMLA.	Leave	20 employees (DC)	12 months of employment with current employer, 1,000 hours worked in the 12 months preceding the leave	Yes	Yes	16 weeks (within a 24-month period) Medical (including pregnancy disability) AND parental/family care leave (E.g., may take 32 weeks total for family and medical).	N/A	N/A	(1) a person related by blood, legal custody, or marriage; (2) a child who lives with an employee and for whom the employee permanently assumes and discharges parental responsibility; or (3) a person with whom the employee shares or has shared, within the past year, a mutual residence and with whom the employee maintains a committed relationship
	Pay Laws - DCFMLA runs concurrently with DC PFL.									
D.C Paid Family Leave (PFL)	Leave Laws - DCFMLA runs concurrently with federal FMLA.	Pay	1 employee (DC)	DC PFL must generally have earned wages in the last 5 quarters with any DC employer(s) and be presently "localized" in DC.	N/A	N/A	2 weeks Prenatal medical care (pregnancy) 12 weeks Medical leave (including pregnancy disability) 12 weeks Family care leave 12 weeks Parental leave Combined claim year usage - 12 weeks or 14 weeks with prenatal leave (i.e. prenatal leave is up to an additional 2 weeks).	For claims prior to 09/29/24: Up to 90% of average weekly wage, up to \$1,118 per week. For claims beginning 09/29/24: The maximum benefit amount is up to \$1,153 per week.	N/A	Parent and child (including Stepparent/child and Parent/child-in-law), Grandparent (by blood, adoption/foster and marriage e.g. step grandparents are also included), Spouse, Domestic Partner, Legal Guardian, Sibling (half, step, adopted and foster, sibling-in-law).
	Pay Laws - DCFMLA runs concurrently with DC PFL.									

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