


<div>  District of Columbia - Employer Notice Requirements </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
D.C Family and Medical Leave Act (DCFMLA)	Leave	20 employees (DC)	Yes	<a href="#">No</a> - DC only requires new hires to be notified (providing employer poster would suffice), if DC FMLA is not included in the employer handbook.	<a href="#">Yes</a> - Employer poster	N/A
D.C Paid Family Leave (PFL)	Pay	1 employee (DC)	N/A	<a href="#">Yes</a> - Employee notice	<a href="#">Yes</a> - Notify employees annually*, and display poster in the workplace.	<a href="#">Yes</a> - Employee notice

\*\*The PFL notice must also be provided annually to employees. We recommend providing it to employees by January 1 of the following year.

#### ADDITIONAL INSIGHTS

The above handbook, new hire and employer notice/poster requirements, if applicable (see above the requirements for each state), only apply if you are considered a Covered Employer under each law (see "Covered Employer" field).

Handbook Recommendation - if a law is required to be within your handbook, Larkin recommends including the same details covered in the state's leave law notice/poster within your handbook. We recommend writing this information into your policy, so that it can be customized (as permitted by law) to your organization and is cohesive with other policies contained within your handbook. However, also including the notice/poster directly in your handbook, should be acceptable.

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