

Larkin	District of Columbia - Leave Highlights
<b>What is the Update?</b>	<p><b>DC Paid Family Leave (PFL)</b></p> <p><b>Update (10/14/24, Effective 09/29/24):</b> The Department of Employment Services (DOES) has finally released the new maximum weekly benefit for the District's Paid Family Leave program. The weekly benefit amount is increasing from \$1,118 to \$1,153 for all claims with an approved leave period that begins on or after September 29, 2024. The DOES website does not have an updated poster at this time, however, it is not uncommon for it to be unavailable until later in October or early November. We will be sure to let you know once the updated poster is available.</p> <p><b>Update (12/02/24, Effective 02/01/25):</b> The DOES has published the 2025 DC PFL employee notice, to be posted within the workplace and provided to all covered employees no later than February 1, 2025. We recommend providing it to employees by January 1. You can find the link to download the notice within our "Notice Requirements" section below.</p>
<b>Handbook/Policy Updates</b>	Updates to your company handbook may need to be made if you include District of Columbia specific income replacement benefits information.
<b>Notice Requirements</b>	<p><b>DC PFL</b> - Employers are required to notify employees upon time of hire and annually thereafter regarding DC PFL and display the required poster in the workplace. The DC PFL poster may be found <a href="#">here</a>.</p> <p><b>DC FMLA</b> - Employers are required to display the required poster in the workplace. The DC FMLA poster may be found <a href="#">here</a>.</p>
<b>Larkin Action</b>	The Larkin Company will adjust offsets for any top-up (leave of absence pay) calculations or STD, accordingly, if we handle these services for you.
<b>Further Company Considerations</b>	Please be sure to adjust your contributions in line with the updates, effective 07/01/24. Additionally, please ensure as a company you are offsetting any salary continuation/company top-up pay aligned with the new maximum weekly benefit rate where applicable, effective 09/29/24.
<b>Resources</b>	<a href="#">DC PFL Website</a>

The Larkin Company has taken reasonable steps to ensure the accuracy of the information on this page, however we make no representation or warranty of any kind as to its accuracy or completeness. These resources should not be construed or substituted for legal advice. Accordingly, before taking any actions based upon such information provided herein, we encourage you to seek competent legal advice from a licensed attorney or appropriate professionals.