Engage PEO Client Alert: District of Columbia

Employees Entitled to More Paid Leave Under the Universal Paid Leave Act

WHAT'S NEW

Beginning October 1, 2022, the number of weeks of paid parental, family, and medical leave available to employees in the District of Columbia under its Universal Paid Leave Act ("UPLA") will be increased to 12 weeks.

WHY IT MATTERS

Prior to the amendment, employees were entitled to up to a maximum of eight (8) weeks of paid leave in a 52-workweek period depending on the type of leave being taken. The October 1, 2022, amendment will increase the available leave and provide employees with the following maximum leave amounts:

- Parental Leave 12 weeks
- Family Leave 12 weeks
- Medical Leave 12 weeks
- Prenatal Leave 2 weeks

Regardless of the number of qualifying events, the maximum amount of leave an employee may take in a 52-workweek period is 12 weeks. The only exception is if an employee is taking both prenatal leave (2 weeks) and parental leave (12 weeks). In this circumstance only, the employee will be entitled to a maximum of 14 weeks of paid combined leave. Additionally, the one-week waiting period previously in place will also be eliminated.

WHAT EMPLOYERS SHOULD DO

District of Columbia employers should familiarize themselves with the law, review their policies and make updates to their leave policies to ensure compliance.

Employers should also make sure that they are providing copies of the notice of the UPLA upon hire, annually, and when an employee requests Paid Family Leave.

Please contact your Human Resources Consultant or Account Manager if you have any questions.