

Alert! New Poster Requirement for D.C. Employers

By Scott Mirsky

SUMMARY: All DC employers are required to provide their employees with notice of paid family leave benefits. The required notice was recently released by the DC Office of Employment Services and must be posted no later than February 1, 2020. In addition, the notice must be provided to all new hires and to all employees at least once a year moving forward.

After a long wait, the DC Office of Employment Services (“DOES”) released the DC Paid Family Leave Employee Notice that must be displayed by all DC employers by February 1, 2020.

As explained in our previous blog, in 2019 DC began assessing a tax against DC employers to facilitate the provision of paid family leave benefits to employees in DC. Employees can begin taking advantage of this benefit in July of 2020. The maximum duration of an employee’s paid family leave benefit under the DC Universal Paid Leave Act will vary based upon the type of leave:

- Family Paid Leave: Up to six (6) weeks of paid leave to allow an employee to provide care or companionship for a family member who has a diagnosis or occurrence of a serious health condition.
 - Medical Paid Leave: Up to two (2) weeks of paid leave following an employee’s diagnosis or occurrence of a serious health condition.
 - Parental Paid Leave: Up to eight (8) weeks of paid leave after the birth of child or the placement of a child for adoption or foster care with the employee.
 - In addition to the mandatory posting requirement, the notice must be provided in electronic or physical form to:
- All employees at least once between February 1, 2020 and February 1, 2021 and at least once a year every following year;
 - All new employees hired after February 1, 2020 at the time of hire; and
 - Individual employees when the employer receives direct notice after February 1, 2020 of the employee’s need for leave for an event that could qualify for paid family leave benefits.

If you have any questions regarding DC’s paid family leave benefit, including the notice obligations, please contact the employment attorneys at Paley Rothman.