

# GOVERNMENT OF THE DISTRICT OF COLUMBIA

Department of Employment Services



MURIEL BOWSER  
MAYOR

UNIQUE MORRIS-HUGHES  
INTERIM DIRECTOR

## **Public Notice to District of Columbia Employers And Employees for Paid Family Leave**

Notice is hereby given that, pursuant to the Universal Paid Leave Amendment Act of 2016 ("Paid Leave Act"), all covered employers will be required to contribute an amount equal to 0.62% of the wages of each of its covered employees to the Universal Paid Leave Implementation Fund by July 1, 2019. Contributions will be collected electronically by payroll tax from the Department of Employment Services (DOES), Office of Paid Family Leave (OPFL), on a quarterly basis.

### Covered Employee

A covered employee is any worker of a covered employer who spends more than 50% of his or her work time for that employer working in the District of Columbia; or whose employment for the covered employer is based in the District and who regularly spends a substantial amount of his or her work time for that covered employer in the District and not more than 50% of his or her work time for that covered employer in another jurisdiction.

### Covered Employer

A covered employer is any individual, partnership, general contractor, subcontractor, association, corporation, business trust, or any group of persons who directly or indirectly or through an agent or any other person, including through the services of a temporary services or staffing agency or similar entity, employs or exercises control over the wages, hours, or working conditions of an employee and is required to pay unemployment insurance on behalf of its employee. A covered employer is also a self-employed individual who has opted into the paid-leave program established pursuant to the Paid Leave Act.

All communications with covered employers, covered employees, applicants, eligible individuals, health care providers, claims examiners, and DOES OPFL will occur by phone, email, and through the online portal on or after July 1, 2019. For more information on the implementation of the Paid Family Leave (PFL) program, please visit [does.dc.gov](http://does.dc.gov).

Comments on this notice and any request for information should be addressed to:

Department of Employment Services  
Office of Paid Family Leave  
4058 Minnesota Ave. NE  
Washington, DC 20019  
[does.opfl@dc.gov](mailto:does.opfl@dc.gov)