

Quick Leave Laws Guide

DC PAID SICK & DOE (COVID-19)

YES NO

- Amount of paid leave depends on size of employer
- Up to 80 hours paid for FTE if employed 15 days
- Employers 50 – 499 workers covered
- Care for self or family member with COVID-19
- Self-isolation or quarantine
- Care for school child while place of care is closed

EFMLA

YES NO

- Fewer than 500 employees/employed for at least 30 calendar days
- Up to 12 weeks of leave (no more than 12 total with FMLA)
- Qualifying Reason: employee unable to work or telework because of need to care for minor child whose school or place of care closed/unavailable due to COVID-19

Employer Policies

YES NO

- Employer-Specific
- Leave time will vary
- Intersection with other leave depends on (1) type of leave; and (2) language contained in policy or collective bargaining agreement

FMLA

YES NO

- At least 50 employees within 75 miles of worksite
- Up to 12 weeks
- Qualifying Reason: (1) new child bonding; (2) serious health condition; (3) spouse, child, parent with a serious health condition; (4) military-related exigency or leave

ADA/ Local Human Rights Law

YES NO

- Leave time will vary case-by-case
- Qualifying Reason: leave as accommodation if reasonable and no undue hardship to employer

DCFMLA

YES NO

- At least 20 employees in DC except DOE leave
- Up to 16 weeks for own serious health condition and 16 weeks for family every 2 years
- Qualifying reason: all FMLA plus during a public health emergency and (2) medical professional or mayor or other public health professional has recommended or ordered self-isolation or quarantine.
- 1000 hours and 1 year tenure to qualify *except DOE leave*

EPSL

YES NO

- Fewer than 500 employees
- Up to 2 weeks (Reason 1-3, full pay; Reason 4-6, 2/3 pay)
- Qualifying Reason: employee unable to work or telework because of these COVID-19-related reasons: (1) government isolation or quarantine order; (2) health care provider advises isolation/quarantine; (3) symptoms and seeking diagnosis; (4) caring for person subject to isolation/quarantine; (5) school or child care provider is closed/unavailable; (6) substantially similar condition

Disability

YES NO

DC UFL

YES NO

- All D.C. employers
- Up to 8 weeks of leave
- Qualifying Reason: (1) care for family member due to his/her serious health condition; (2) new child bonding; (3) to care for one's own serious health condition
- Paid by DC government agency from funds collected from employers

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YES

NO

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 ADA/
Local Human
Rights Law

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 Disability

YES

NO

YES

NO

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YES

NO

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YES

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YES

NO

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YES

NO

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Disability

YES

NO

YES

NO

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