



# TWELVE (12) WEEKS PARENTAL LEAVE

## Focus on what matters the most.

Parental Leave provides twelve (12) weeks of benefits in a year to bond with a new child. This is a benefit provided by the DC Department of Employment Services (DOES), separate from any existing company benefits that your employer may provide.

### Who Qualifies for Parental Leave?

Parental Leave benefits apply to all DC employees who are taking time off from work to bond with a new child, including parents of newborns, adopted children, and foster children. You can receive Parental Leave benefits if you have experienced one of the following in the past year:

- Your biological child was born in the past year
- A child was placed with you for adoption in the past year
- A child was placed with you for foster care in the past year
- You legally assumed parental responsibility for a child in the past year

### How Much Can I Receive in Parental Leave Benefits?

DC Paid Family Leave provides wage replacement of 90% of wages up to 1.5 times DC's minimum wage and 50% of wages above 1.5 times DC's minimum wage. To determine your benefit, DC Paid Family Leave uses wages reported by your employer and reported to DOES.

To calculate your potential benefit amount, visit <https://dcpaidfamilyleave.dc.gov/benefits-calculator/>.

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**PAID FAMILY LEAVE  
PROVIDES  
12 WEEKS  
OF PARENTAL  
LEAVE TO BOND  
WITH A NEW CHILD**

