

### WHAT'S HAPPENING?

DC workers are now eligible for a lot more paid leave as of Oct. 1, 2022 – up to 12 weeks to welcome a new child into their family or take care of their own or a family member's medical needs.

The Universal Paid Leave program went into effect in July 2020, and following legislation by Councilmember Silverman in last year's budget, was set to expand to up to 12 weeks of leave. But the full amount of leave was contingent on future funding, which the Chief Financial Officer confirmed was available earlier this year.

### WHAT CHANGED?

Councilmember Silverman, one of the authors of the law, was convinced the program was costing less than initially projected by the District's Chief Financial Officer. In spring 2021, she introduced a provision requiring the CFO to reevaluate the program's finances. As a result, the payroll tax for businesses was cut by more than half – from 0.62% to 0.26% – and workers will now receive the full 12 weeks of leave called for in the law.

### WHAT ARE THE BENEFITS?

Most private sector employees in the District are eligible for paid leave under the program, which was implemented on-time and under budget in July 2020, and can receive up to 90 percent of their income, up to about \$1,000 per week. More than 28,000 DC workers have applied for leave – 60 percent for parental leave, 30 percent for medical leave, 7 percent for family leave, and 2 percent for prenatal.

In addition to the family, parental, and medical leave, workers can also receive up to two weeks of paid leave for prenatal care; that benefit has been fully funded since the start of the program.