

District of Columbia Paid Family & Medical Leave (DC PFML)

DC Paid Family & Medical Leave (PFML) is a government program providing wage replacement for District workers taking time off for significant life events, like bonding with a new child, caring for a family member with a serious health issue, or managing their own serious health condition or prenatal care, offering up to 12 weeks of paid leave for most events.

The program provides paid leave for:

- **Parental Leave: Up to 12 weeks to bond with a new child (birth, adoption, foster).**
- **Family Care Leave: Up to 12 weeks to care for a family member with a serious health condition.**
- **Medical Leave: Up to 12 weeks for your own serious health condition**
- **Prenatal Leave: Up to 2 weeks for pregnancy-related care.**

Eligibility

- You must be a private sector worker in DC or a self-employed individual who opts in.
- You must have experienced a qualifying event and apply through the [DC Paid Family Leave portal](#).

Weekly Benefit

- As of October 1, 2025, the maximum weekly benefit for District of Columbia Paid Family & Medical Leave (DC PFML) is **\$1,190**. Eligible workers can receive up to 90% of their average weekly wage, capped at this amount, for qualifying family or medical leave. This benefit is available for up to 12 weeks for most leave types.
- Calculation: Based on the highest four of the previous five quarters prior to the leave.

Waiting Period

- There is no waiting period before DC PFML is effective.

Job Protection

- The DC PFML program does not provide job protection.
- Employees may be able to use federal FMLA or DC FMLA in combination with DC PFML to receive both income replacement and job protection simultaneously.

Coverage Period

- DC PFML offers up to 12 weeks total in a 52-week period of paid leave for bonding, medical, or family leave; pregnant individuals may receive up to 14 weeks.

Filing for Disability

- To apply you must file a claim directly with the state.
- To file a claim, visit the state website [here](#).