

# WASHINGTON D.C.

## New 2025 Workplace Notice for D.C. Paid Family Leave Is Available

The District of Columbia's Office of Paid Family Leave has published the program's [2025 Notice to Employees](#) on its website. Employers must post the notice and provide a copy to covered employees by Feb. 1, 2025.

### District of Columbia Paid Family Leave

The district's [Universal Paid Leave Act](#) requires virtually all employers to fund a paid family leave benefit for employees through employer-paid payroll taxes. The program provides eligible employees with cash benefits for up to:

- Twelve weeks of parental bonding leave;
- Twelve weeks of family leave to care for ill family members;
- Twelve weeks of medical leave for an employee's own serious health condition; and
- Two weeks of prenatal leave.

The program does not provide job-protected leave.

### Notice and Posting Requirements

Covered employers must post a notice about the law in a conspicuous place in the workplace and provide the notice to employees at the time of hiring, annually thereafter, and when they become aware that paid family leave is needed by an employee. The notice must be in English and all languages in which it is published. The district updates the notice annually in the fall; employers must post it no later than the following February.

Employers are also required to send the notice to remote covered employees to post at their individual worksites.

Failure to comply with the notice requirements may result in a civil penalty of up to \$100 for each covered employee who did not receive the notice and up to \$100 for each day the employer failed to post the notice in the workplace.

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### Highlights

- The 2025 employee notice for the district's paid family leave program is now available.
- Employers must provide the notice to covered employees and post it in the workplace by Feb. 1, 2025.
- Fines apply for failing to meet the notice requirements of the law.

***The 2025 notice must be provided to employees and posted in the workplace by Feb. 1, 2025.***



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