



Employees' Rights Under the District of Columbia Family and Medical Leave Act of 1990

The District of Columbia Family and Medical Leave Act of 1990, D.C. Law 8-181, requires, effective April 1, 1991, all employers of 20 or more employees in the District of Columbia to provide up to 16 weeks of unpaid family leave:

- for the birth of a child, adoption or foster care
 - to care for a seriously ill family member
- and up to 16 weeks of unpaid medical leave:
- to recover from a serious illness rendering the employee unable to work for a total of 32 weeks during a 24-month period.



During the period of leave, an employee shall not lose any employment benefits such as seniority or group health plan coverage.

The employer may require medical certification and reasonable prior notice when applicable.

The Act applies to employees who have worked for the employer for one year without a break in service and who have worked at least 1000 hours during the last 12 months. Employers may have leave policies which are more generous than those required by the Act.



A COMPLAINT CONCERNING A DENIAL OF RIGHTS UNDER THIS ACT MUST BE FILED WITHIN ONE YEAR OF THE OCCURRENCE OR DISCOVERY OF THE VIOLATION.

For answers to questions concerning the Act or to file a complaint under the Act, contact:

Government of the District of Columbia Office of Human Rights

441 4th Street, N.W., 570N, Washington, D.C. 20001
Telephone 727-4559 • Fax 727-9589
www.OHR.dc.gov

Anthony A. Williams, Mayor

This poster must be posted in a conspicuous place at the place of employment (D.C. Code 36-1311).

Note: Employee must request FMLA leave

