



## COVID SICK LEAVE

If you are unable to work, you may qualify for paid sick leave.

### To qualify, you must...

1. Be a D.C. government employee, and have not exhausted your leave entitlement under the federal Family and Medical Leave Act (FMLA) in the last 12 months.



2. Be unable to work or telework due to COVID-19.



3. Be in need of leave for at least **one** of the following reasons:



- You are in **quarantine or isolation** pursuant to a District, federal, or state order relating to COVID-19.
- You are in **quarantine** pursuant to advisement from a health care provider relating to COVID-19.
- You are **caring for an individual** who is subject to a District, federal, or state quarantine or isolation order or advised to self-quarantine by a healthcare provider relating to COVID-19.
- You are **caring for a child\*** under the age of 18 years (or an adult child who is 18 years of age or older and who (1) has a mental or physical disability, and (2) is incapable of self-care because of that disability) because their school or childcare provider is unavailable due to the COVID-19 emergency.
- You are **seeking a medical diagnosis** relating to symptoms consistent with COVID-19.

### How to Apply



Go to [dchr.dc.gov](https://dchr.dc.gov) and submit a Family and Medical Leave Application Form (Form FML-01) to your agency HR, and we will walk you through the rest of the process! If you need any help, contact your agency FMLA Coordinator.

### Additional Information

The COVID Sick Leave benefit may also be available to employees who experience any other condition that is substantially similar to COVID-19, as specified by the U.S. Department of Health and Human Services. For more information about this specific leave entitlement, please contact your agency FMLA Coordinator.

District government employees who satisfy one of the factors above in (3) are eligible for a minimum of two weeks of the COVID Sick Leave benefit subject to any leave limitations or restrictions established by their agency as permitted by the FFCRA. An employee's ability to obtain more than the minimum two weeks of COVID Sick Leave benefit will be dependent upon their federal FMLA exhaustion in the last 12 months. Please contact your FMLA Coordinator to determine whether you may be eligible for up to 12 weeks of the COVID Sick Leave benefit.

\*Employees who need leave for childcare may receive up to 12 weeks of paid leave.

