

GOVERNMENT OF THE DISTRICT OF COLUMBIA

Department of Employment Services

MURIEL BOWSER
MAYOR



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DIRECTOR

January 24, 2019

Honorable Elissa Silverman
Chair, Committee on Labor and Workforce
Development
1350 Pennsylvania Avenue, NW, Suite 408
Washington, DC 20004

Dear Councilmember Silverman:

On behalf of the District of Columbia Department of Employment Services (DOES), I would like to express my gratitude for your continued support for the successful implementation of the District's Paid Family Leave program.

This letter is in response to the Committee's prehearing letter received on January 15, 2019. Below you will find the DOES response to the questions you provided ahead of our next public roundtable on the implementation of the Universal Paid Leave Amendment Act of 2016. I look forward to providing testimony on the District's progress and the implementation status of the Paid Family Leave program.

Rulemaking

1. On what date will the final rules on taxation be published?

DOES Response: The rules and regulations for employer contributions are currently in the Administration's review process prior to their submission to the D.C. Council for review. They will be finalized soon after the contract for the tax system is awarded.

2. The Universal Paid Leave 2018 Quarter 1 Report indicates the proposed rules and regulations for benefits are currently under "official review." Please explain who is conducting the review and when the agency expects to issue these proposed rules.

DOES Response: The agency is deliberately sequencing the issuance of rules to allow the tax rules to be finalized first. The review process for the proposed Paid Leave benefit rules requires multi-agency substantive and legal analysis. Once this review is complete, these rules will be issued.

3. In the Universal Paid Leave 2018 Quarter 4 report, DOES indicated that it notified local businesses about the proposed tax rulemaking via a mailing list of approximately 13,000.
 - a. Was this via email and/or US postal mail?
 - b. What are the sources of this mailing list?

- c. How can an interested business or individual sign up for this list?

DOES Response: The 13,000 employers were invited to participate in an assessment survey, as detailed in our Quarter 3 report. DOES uses an email distribution list as part of the outreach efforts for the Office of Paid Family Leave (OPFL). One of the primary sources of this employer mailing list has been the contact email addresses that are required during registration in the Employer Self Service Portal (ESSP). OPFL also provides businesses and individuals the opportunity to sign up for program notifications about implementation activities, provide feedback, and learn about upcoming events on the Paid Leave website. The website can be found at: dcpaidfamilyleave.dc.gov.

Paid Family Leave and Public Engagement Contract

1. Please provide the Committee with copies of the following documents, if completed:
 - a. Requirements 4.3, “ways to engage DOES employees;”
 - b. Requirements 4.6, “plan to engage employers, employees and medical providers digitally;” and
 - c. Requirement 4.7, “launch timeline for the branding effort.”

DOES Response: DOES is actively engaged with the communications vendor to finalize the agency’s plans to engage with employers, employees, and medical providers throughout the District. DOES will fully launch engagement efforts prior to the beginning of tax collection and will continue hosting regular meetings with advocacy groups, community-based organizations, and other stakeholders to share implementation updates and receive feedback on implementation activities. To that end, the requested documents have not been finalized for external distribution.

Phased Staffing Plan

2. Please provide a list of all Office of Paid Family Leave staff members, specifying name, title, sub-office (Division of Tax, Division of Benefits, Benefits Payment Control, Appeals, Medical, Call Center, or Support), and a brief description of their responsibilities.

DOES Response: Please see the attached supporting document, “OPFL Staff Duties January 2019.”

If you have any questions, please feel free to contact 202-316-2108.

Regards,

Dr. Unique Morris-Hughes

