

# A benefit for **military families** working in Washington

Washington  
**Paid Family  
& Medical  
Leave**

**T**his benefit is for all non-federal workers in Washington state.

This includes the family of active-duty military members who work part or full time for businesses of all sizes, both private and public sectors. Federal workers are not eligible.



## **Paid time off. Peace of mind.**

At some time in our lives, we all need to give or receive care. Paid Leave is here when you need it most.

### **Time to care for your family as they care for our country**

Families of our active-duty military members play a critical service role to this country. Paid Leave will provide paid time off when a military member is called to deployment on foreign soil or international waters to:

- Spend time together during reintegration.
- Attend military ceremonies.
- Deal with short-notice deployments.
- Take care of a family member injured in combat or as a result of active-duty service.

Additional qualifying events defined in the federal Family and Medical Leave Act OR any other event that the employee and employer agree is a qualifying exigency.

### **"Family" is more than dependents**

This benefit is for family of active-duty military members, including dependents, such as spouses, domestic partners and children. But also:

- **Parents and legal guardians (or spouse's parents).**
- **Siblings.**
- **Grandchildren.**
- **Grandparents (or spouse's grandparents).**
- **Sons-in-law and daughters-in-law.**
- **Someone who expects to rely on you for care — whether you live together or not.**



### **Available when**

- Your family member is an active-duty soldier deployed with the armed forces to a foreign country.
- Your family member has been ordered to Active Duty in support of a contingency operation.\*

*\*Section 688 of Title 10 of the United States Code. Permanent Change of Station and overseas unaccompanied tours are not covered.*

### **How much time you get**

You may be eligible for up to 12 weeks of family leave each claim year.

You don't have to take all your leave at once. You can use your leave intermittently or consecutively.

### **How much you will get paid**

Your weekly benefit may be up to 90% of your weekly wage, depending on your income. The less you make, the more percentage of your pay you get. You can estimate your weekly benefit amount as [paidleave.wa.gov/estimate-your-weekly-pay](https://paidleave.wa.gov/estimate-your-weekly-pay).