

Washington's Paid Family & Medical Leave program

Paid time off when you need it most.

Paid Leave provides paid time off when a serious health condition prevents you from working, when you need to care for a family member or a new child, or for certain military-related events.

Who is eligible

You may qualify if you've worked at least 820 hours in Washington over the past year. This includes:

- Full-time
- Part-time
- Seasonal and
- Temporary work

Job protection

As of January 1, 2026, you may have job protection during your Paid Leave if:

- You work for an employer with 25+ workers, and
- You've worked there for 180 days (6 months) or more.

Find out more about job protection and healthcare coverage at paidleave.wa.gov/job-protection

For more information

Our Benefit Guide provides detailed information about the application process, filing weekly claims and explains your rights and responsibilities under the law. You are responsible for knowing the information in this guide. You can download it at paidleave.wa.gov/benefit-guide or request a paper copy by contacting us.

2026 contributions

- The total premium rate is 1.13% of gross wages, up to the social security cap of \$184,500.
- The employee portion of premiums may be shared between you and your employer.
- You'll see this deduction on your paycheck.

2026 benefit details

Eligible employees can receive:

- Up to 12 weeks of medical or family leave.
- Up to 16 weeks of combined medical and family leave.
- Up to 18 weeks (including 2 extra weeks) for complications during pregnancy or birth that results in incapacity.

The weekly benefit amount is between \$100 and \$1,647 and depends on last year's income.

The Employment Security Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available free of charge. Washington Relay Service: 711



Updated December 2025