

Paid Family and Medical Leave

Job protection rights

Job protection must be offered to employees on Paid Family and Medical Leave (Paid Leave). As of January 1, 2026, job protection notice must be given by employers with employees working in Washington state, who began employment with their current employer at least 180-calendar days before taking leave and the employer has at least:

- 25 employees in 2026,
- 15 employees in 2027, and
- 8 employees in 2028.

The following notice must be provided to employees regarding job protection while on paid family or medical leave. The notice must be sent when leave is for a continuous period that exceeds two typical workweeks or any combined intermittent periods of leave exceeding 14 typical workdays.

You are required to provide this notice to your employees:

- Within five business days of the employee's expected return to work date,
- In a language understood by the employee, and
- In a manner they'll receive promptly.

Notice

An employer may estimate the expiration of the right of employment restoration based on information provided to the employer by the employee and the department.

Date (Month/Day/Year): _____

Employer business name: _____

Employee first and last name: _____

Based on information you provided, and information provided by the Paid Family and Medical Leave program, your right to job protection under Paid Leave is estimated to expire on (Month/Day/Year)

_____.

Based on information you provided, and information provided by the Paid Family and Medical Leave program, your first scheduled workday after your leave ends is (Month/Day/Year)

_____.

The law that applies is RCW 50A.35.010.