

# Washington Paid Family & Medical Leave

At some time in our lives, we all need to give or receive care. Paid Family and Medical Leave is a new statewide insurance program that will help Washingtonians take paid time in life's most challenging times.

## What is covered?



Your own medical condition



Caring for family members



Bonding with a child (birth, foster or adoption)



Leave for military families

### Am I eligible for benefits?

You are eligible once you have worked 820 hours in Washington during the previous year and you experience a qualifying event. You can apply for benefits starting Jan. 1, 2020.



### What is my weekly benefit?

You are entitled up to 12 weeks of partial wage replacement with a weekly minimum of \$100 and a weekly maximum of \$1000, adjusted annually. Your exact benefit is determined by your earned wages, the state median income, and other factors.

#### Weekly wage Weekly benefit

\$400	\$360
\$700	\$601
\$900	\$701
\$1800	\$1000

### Is my job protected while I take leave?

Employees covered by the state program are entitled to job restoration when returning from leave if they:

Work for an employer with 50 or more employees.

50+



Have worked for that employer for 12 months or longer.

Have worked at least 1250 hours for that employer in the past 12 months.



### How much does it cost?

If your annual salary is \$50,000, you will pay about \$2.44 per week. The premium is 0.4% of an employee's gross wages and is shared by the employee and employer. Premium collection began Jan. 1, 2019.

### When does this begin?

January 1, 2019  
Premium collection

January 1, 2020  
Benefits begin

July 1 to August 31, 2019  
Employer reporting for quarters one and two