



PAID FAMILY AND MEDICAL LEAVE IN WASHINGTON STATE



Washington State's Paid Family and Medical Leave program makes it possible for workers to be there for family during times of joy and times of hardship - and businesses won't have to carry the cost alone.

Who qualifies for Paid Family and Medical Leave?

Most workers who have worked at least 820 hours with one or multiple employers in the past year can take Paid Family and Medical Leave. Federal employees are not covered by the program. Self-employed individuals and federally recognized tribes can opt into the program.

How long is Paid Family and Medical Leave and how can it be used?

Each year, workers will be able to take:

- 12 weeks of paid family leave to bond with a new child, to care for a seriously ill family member, or to prepare for a family member's military deployment OR
- 12 weeks of paid medical leave to recover from their own serious medical condition

Workers can combine paid family and medical leave to receive 16 weeks of leave per year and birth parents who experience pregnancy complications can receive 18 weeks.

Who qualifies as a family member? Washington defines a family member to be a parent, parent-in-law, spouse, sibling, sibling-in-law, child (including adult children), grandparent, and grandchild. You can take leave to care for family members who live out of state or out of country.

How do I apply for leave? Workers can apply for Paid Family and Medical Leave through the Employment Security Department (ESD). Once your application is approved, you will submit weekly claims to receive payment. Benefits will be paid directly to the worker from ESD. Visit paidleave.wa.gov to learn more and apply.

Who pays for the leave? We all do! Since 2019, Washington employees and employers have been contributing a few dollars a week to a statewide Paid Family and Medical Leave insurance fund. Benefits are paid directly from this fund to employees.

How much is the Paid Family and Medical Leave benefit? Workers will receive a percentage of their wages, with low-income workers receiving 90% of their wages and higher income workers receiving a progressively smaller portion of their wages. The maximum weekly benefit is \$1,000.

Use this chart to find your approximate hourly or salary amount to estimate the amount of your weekly benefit.



HOURLY	SALARY	WEEKLY BENEFIT AMOUNT
\$13.50	\$28,000	\$486
\$26	\$54,000	\$746
\$40	\$83,000	\$1,000

*This table provides an estimate of weekly benefits. The exact benefit amount will depend on an individual's earnings and hours worked.

Apply through the Employment Security Department: <https://paidleave.wa.gov>
Learn more, estimate your benefit, and take action: momsrising.org/paidleavewa