

Washington Paid Family & Medical Leave

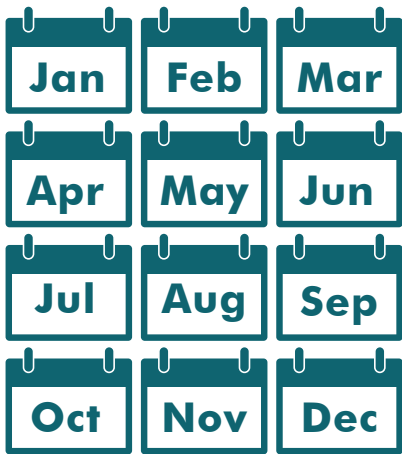
At some time in our lives, we all need to give or receive care. Paid Family and Medical Leave is a new statewide insurance program that will help Washingtonians take paid time in life's most challenging times.

What is covered?

- Your own medical condition
- Bonding with a child (birth, foster or adoption)
- Caring for family members
- Certain military-related events

How do I become eligible for benefits?

You become eligible once you have worked 820 hours in Washington during the previous year. You can apply for benefits starting Jan. 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
\$480	\$432
\$576	\$524
\$961	\$764
\$1923	\$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.



Have worked for that employer for 12 months or more.

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



How much will it cost?

If your annual salary is \$50,000, you will pay about \$2.40 per week. The premium is 0.4% of an employees paycheck and is shared by the employee and employer. Premium assessment will begin Jan. 1, 2019.

When does this begin?



For more information: PaidLeave.wa.gov