

Washington's Paid Family and Medical Leave Program

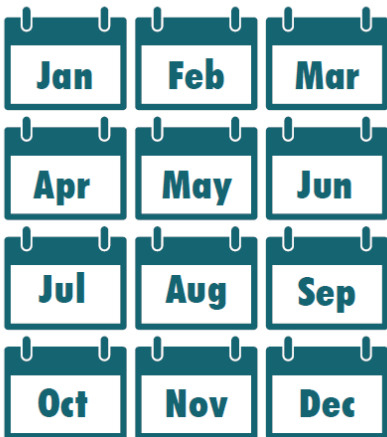
Paid Family and Medical Leave is a statewide insurance program to care for yourself or your family in life's most trying times. It is a statewide insurance program that will be funded by premiums paid by both employees and many employers.

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 for a Washington-based employer 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 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?

The premium is 0.4% of gross pay and is shared by the employee and the employer. For every \$1,000 of gross pay earned each month, the employee will pay \$2.53 and the employer will pay \$1.47 each month. Assessments will begin January 1, 2019.



For more information: esd.wa.gov/paid-family-medical-leave