

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)



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.

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+



Weekly wage Weekly benefit

\$400	\$360
\$700	\$647
\$900	\$747
\$1800	\$1000



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 employee's paycheck and is shared by the employee and employer. Premium collection begins Jan. 1, 2019.

When does this begin?

January 1, 2019
Premium Collection

January 1, 2020
Benefits Begin

April 1, 2019
Reporting Begins