# What is PAID FAMILY AND MEDICAL LEAVE?

Employment Security Department
WASHINGTON STATE

Paid Family and Medical Leave is a statewide insurance program that will be funded by premiums paid by both employees and many employers. Premium assessment begins on Jan. 1, 2019, and benefit claims will begin to be accepted Jan. 1, 2020.

Eligible employees are also entitled to up to 12 weeks of paid family leave or medical leave, or a combination of the two, up to 16 weeks annually. In extreme circumstances, an additional two weeks of leave is permitted.

## What is covered?

- Caring for family members (children, spouse, parents, grandparents, and siblings)
- Birth or placement of a child
- Certain military related events
- Your own medical condition

## How much will be taken out of my paycheck?

A total premium of 0.4 percent up to Social Security cap is assessed to each employee.

If your annual salary is $50,000, you will pay about $2.40 per week.

## How do I become eligible for benefits?

You become eligible once you have worked 820 hours for a Washington based employer during the qualifying period.

## What is the qualifying period?

The qualifying period is the first four of the last five full calendar quarters, or the last four full calendar quarters. Either period may be used to establish eligibility.

EXAMPLE

| Qualifying Period | | | | | Current Quarter (Claim filed August 2) |
|---|---|---|---|---|---|
| 2017 Quarter 2<br>April<br>May<br>June | 2017 Quarter 3<br>July<br>August<br>September | 2017 Quarter 4<br>October<br>November<br>December | 2018 Quarter 1<br>January<br>February<br>March | 2018 Quarter 2<br>April<br>May<br>June | 2018 Quarter 3<br>July<br>August<br>September |

## What benefits am I entitled to once I am eligible?

You are entitled to wage replacement with a weekly minimum of $100 and a weekly maximum of $1,000, adjusted annually. Your exact benefit is determined by your earned wages, the state median income, and other factors.

EXAMPLES

| Weekly Wage | Proj. Annual Wage | Estimated Total Weekly Benefit |
|---|---|---|
| $480 | $25,000 | $432 |
| $576 | $30,000 | $524 |
| $961 | $50,000 | $764 |
| $1,923 | $100,000 | ~~$1,244~~ $1,000* |

*Weekly max benefit $1,000, which comes out to a yearly income of about $75,000. Weekly minimum benefit is $100.

## 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 does the Paid Family and Medical Leave Program work with my collective bargaining agreement?

- Any agreement that was in effect on October 19, 2017 is exempt from Paid Family and Medical Leave
- When a new agreement is reopened, renegotiated, or expired, all covered employees are automatically enrolled in Paid Family and Medical Leave.

Contact your HR representative for more information about whether your collective bargaining agreement excludes you from Paid Family and Medical Leave.

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