

Washington's Paid Family and Medical Leave program is starting soon.

Let's all get ready to be there for care.

Starting January 2019, Washington employees and many employers will begin investing in a statewide program that will provide paid leave to give or receive care.

When the benefits begin in 2020, Paid Family and Medical Leave will support Washingtonians, whether they are recovering from a serious illness or injury, caring for a new child or helping an aging parent. It means workers won't have to choose between a paycheck and caring for their health and their family.

What it is:

The program is mandatory because the spirit behind this benefit is one of understanding that at some time we all need—or need to give—extra care and attention.

Who's eligible:

Nearly every Washington employee who works at least 820 hours (approximately 16 hours weekly) qualifies for the program. All paid work counts toward the 820 hours, including part-time, seasonal and temporary work. To learn more, visit paidleave.wa.gov/workers.

Benefit details:

- Allows up to 12 weeks of paid leave, or up to 18 weeks in certain circumstances.
- Workers receive between \$100 and \$1,000 per week, depending on income.

Your contribution:

To build this insurance program, on January 1, 2019 you may see a premium set aside from your paycheck, like you see for Medicare. The total premium is 0.4% of your wages and may be shared between an employee and employer. For an employee earning \$50,000 a year, the maximum premium is just \$2.44 a week.

Visit paidleave.wa.gov to calculate your contribution and learn more about how you can take time for care.

Washington
**Paid Family &
Medical Leave**

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.

Weekly wage	Weekly benefit
\$400	\$360
\$700	\$647
\$900	\$747
\$1800	\$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.

50+



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?

