

Paid Family and Medical Leave

Starting on January, 1 2020 this paid leave option is available to employees who have worked at least **820 hours** for any employer or combination of employers in Washington State.

Family Leave

For taking care of a qualifying family member who has a serious health condition for bonding with a new child or for certain military events.



Medical Leave

For recovering from or getting treatment for a serious health condition. This can include Pregnancy.



Time Off



A Pregnant individual can receive a combination of:

- Up to **12 weeks** of medical leave AND an additional 2 weeks for any serious health condition resulting in an incapacity (14 weeks maximum).
- Up to **12 weeks** of family leave to care for a qualifying family member.

For paternity leave or leave for an adoptive parent, you can receive up to **12 weeks** of family leave.

Payment



When you take Paid Leave, you may receive up to **90%** (up to a maximum of \$1,206 in 2021) of your weekly pay upon completing your weekly claims.

Payment is given weekly as a direct deposit or prepaid credit card. There is no waiting period for leave for the birth or placement of a child.



Selecting The Right Forms

Certification of Serious Health Condition:

- Medical leave due to your own serious health condition, including medical leave for complications during pregnancy or to recover from giving birth
- Family leave to take care of a family member with a serious health condition

Certification of Birth form

- Family leave to bond with a new child (birth, adoption or foster placement)



Did You Know?

You do NOT have to take your Paid Leave all at once. For example, you can take one day off a week to care for a family member undergoing treatment or you can take your leave in full weeks.