

PAID FAMILY AND MEDICAL LEAVE IS COMING TO WASHINGTON

The stork is making a delivery to Main Streets across Washington State... Paid Family and Medical Leave. Beginning January 2020, Paid Family and Medical Leave will make it possible for workers to be there for family during times of joy and times of hardship – and businesses won't have to carry the financial burden alone.

How is Paid Family and Medical Leave funded?

Paid Family and Medical Leave will be paid for through a statewide insurance pool that employees and some employers will contribute to beginning January 1, 2019. Businesses with fewer than 50 employees (that's 96% of Washington businesses!) have the option of contributing to the insurance pool or not – and their employees will receive benefits from the Washington Employment Security Department either way. **Small businesses that choose to contribute, and have fewer than 150 employees, can benefit from \$3,000 grants to help cover costs while an employee is on leave.**





How does Paid Family and Medical Leave work?

Beginning January 1, 2020, workers will apply for and receive Paid Family and Medical Leave through the Washington Employment Security Department, with only minimal information required from employers. Visit paidleave.wa.gov to learn more.



Who qualifies for Paid Family and Medical Leave?

Anyone who has worked at least 820 hours with one or multiple employers in the past year can take Paid Family and Medical Leave. Self-employed individuals can opt into the program.



How long is Paid Family and Medical Leave and how can it be used?

Each year, workers will be able to take:

- 12 weeks of paid family leave to bond with a new child or to care for a seriously ill family member OR
- 12 weeks of paid medical leave to recover from their own serious medical condition

Workers can combine paid family and medical leave to receive 16 weeks of leave per year and birth parents who experience pregnancy complications can receive 18 weeks.



How much is the Paid Family and Medical Leave benefit?

Workers will receive a percentage of their wages, with low-income workers receiving 90% of their wages and higher income workers receiving a progressively smaller portion of their wages. The maximum weekly benefit is \$1,000.

HOURLY WAGE	ANNUAL EARNINGS	WEEKLY PREMIUMS		WEEKLY BENEFIT
		WORKER	EMPLOYERS	
\$13.50	\$28,000	\$1.36	\$0.80	\$486
\$26	\$54,000	\$2.62	\$1.54	\$746
\$40	\$83,000	\$4.03	\$2.37	\$1,000

Learn more and take action: momsrising.org/paidleavewa