

# Paid Family and Medical Leave is There for You

Washington's new Paid Family and Medical Leave program makes it possible for workers to be there for family during times of joy and times of hardship. Leave is taken through and paid for by the state of Washington so small businesses don't have to absorb the cost when an employee takes leave.

## Each year, eligible workers can take:

- 12 weeks 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 up to 16 weeks of leave per year and birth parents who experience pregnancy complications can receive 18 weeks.

**Apply at <https://paidleave.wa.gov/apply-now/> or request a paper application by emailing [paidleave@esd.wa.gov](mailto:paidleave@esd.wa.gov) or by calling (833) 717-2273**

[MomsRising.org](https://MomsRising.org) | [MamásConPoder.org](https://MamásConPoder.org)



# The basics



## Who qualifies for Paid Family and Medical Leave?

Anyone who has worked at least 820 hours in Washington State with one or multiple employers in the past year can take paid leave. Federal employees are exempt. Tribal governments and self-employed individuals can opt into the program.

## 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.



## How is Paid Family and Medical Leave funded?

Paid leave is funded through a statewide insurance pool that employees and some employers contribute to. Small businesses with fewer than 50 employees have the option of contributing to the pool or not – their employees will receive benefits from the Employment Security Department either way.

