

A Guide to
PAID SICK DAYS
and
**FAMILY & MEDICAL
LEAVE INSURANCE**

Caring for a sick child, an elderly parent, partner or ourselves—all of us sometimes need time off work. But without paid leave, many people can't afford to take time off—even when family has to come first.

A project of the Washington Work and Family Coalition

A Guide to **PAID SICK DAYS** *and* **FAMILY & MEDICAL LEAVE INSURANCE**

Today's reality: Many workers in Washington now don't have any source of income when they must take time off for their own health or to care for family.

Working together, we can pass paid sick days and Family and Medical Leave Insurance, making Washington workers, families—and our whole economy—stronger and healthier.

WASHINGTON *with* **PAID LEAVE FOR ALL:**

SARAH FLETCHER



JANET JOHNSON



SAM GARCIA



WHEN THEY NEEDED FAMILY & MEDICAL LEAVE INSURANCE

After Sarah was in a serious car accident, her doctor said she had to stay off her feet for her injuries to heal properly. That meant **she couldn't go to her restaurant job for a month, but income from the FMLI fund allowed her to cover her bills.**

Janet had a C-section when she gave birth to her daughter. With FMLI, **she was able to spend 3 months at home, allowing her to fully heal and give her new baby the best possible start in life.**

When Sam's mother had a stroke, her recovery was uncertain. With FMLI, **he could take 4 weeks off with partial pay to care for his mother, arrange for her rehabilitation, and find her an in-home aide while she continued to heal.**

WHEN THEY NEEDED PAID SICK DAYS

Sarah's job brings her in contact with many people and their food every day. **When she got the flu, she needed a week at home to recover—and avoid getting her customers sick.**

Janet returned to her company and continued to build her career. When little Elsa started running a fever at daycare, **Janet was able to use paid sick days to pick up her child and stay home with her until she was better.**

As a veteran, Sam used paid sick days at his civilian job to **visit the VA for follow-up treatments for injuries he received in Afghanistan.**



Sometimes
**HEALTH & FAMILY
MUST COME FIRST**

Paid sick days and FMLI will keep Washington workers healthy and all of our communities more prosperous.

The Washington Work and Family Coalition: Working Together for Working Families
For more information on paid sick days and Family & Medical Leave Insurance, visit waworkandfamily.org.