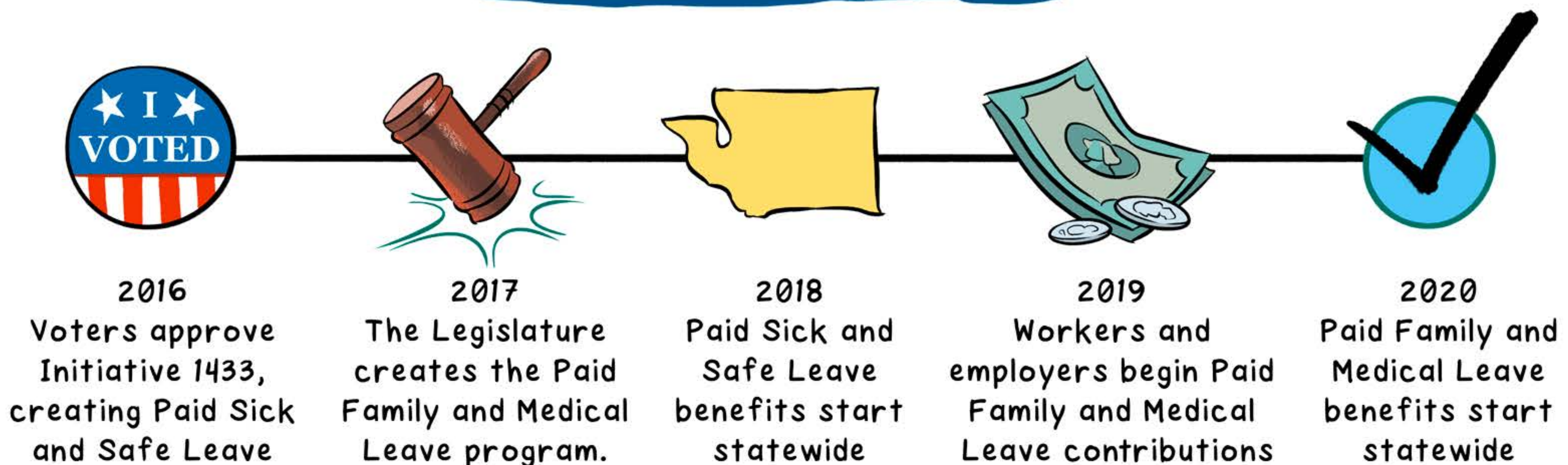


A Guide to PAID SICK DAYS and FAMILY AND MEDICAL LEAVE INSURANCE

from the Economic Opportunity Institute and the Washington Work & Family Coalition

Many workers in Washington have had no source of income when they must take time off for their own health or to care for family.

BUT THAT IS CHANGING!



PAID SICK AND SAFE LEAVE lets Washington workers take brief time off for medical needs or family emergencies.

In 2018...



Sarah Pike contracted the flu.



Miranda Wilkins' abusive ex-boyfriend was harassing her.



Sam Garcia sustained injuries from service in Afghanistan.

Workers earn at least 1 hour of paid sick and safe leave for every 40 hours they work.



When they need time off, workers let their supervisor know and get their usual wages for sick time they've earned.



Sarah's paid sick days meant she didn't take a financial hit while she recovered at home for a week.



Miranda was able to take a day of paid sick and safe leave to file a restraining order at the courthouse.



Sam used paid sick days at his civilian job to visit the VA when his past injuries flared up.



Starting in 2020, PAID FAMILY AND MEDICAL LEAVE will let Washington workers take extended time off for medical issues and family care.

Like with Social Security, workers will pay a 0.25% insurance premium on each paycheck to a state fund. Self-employed people are not required to, but may opt in.



Employers contribute a 0.15% premium on each paycheck. Companies with 50 or fewer employees are not required to contribute, but if they do, will be eligible for assistance funds. Their employees are still eligible for full benefits.

In 2020...



Sarah gets in a serious car accident.

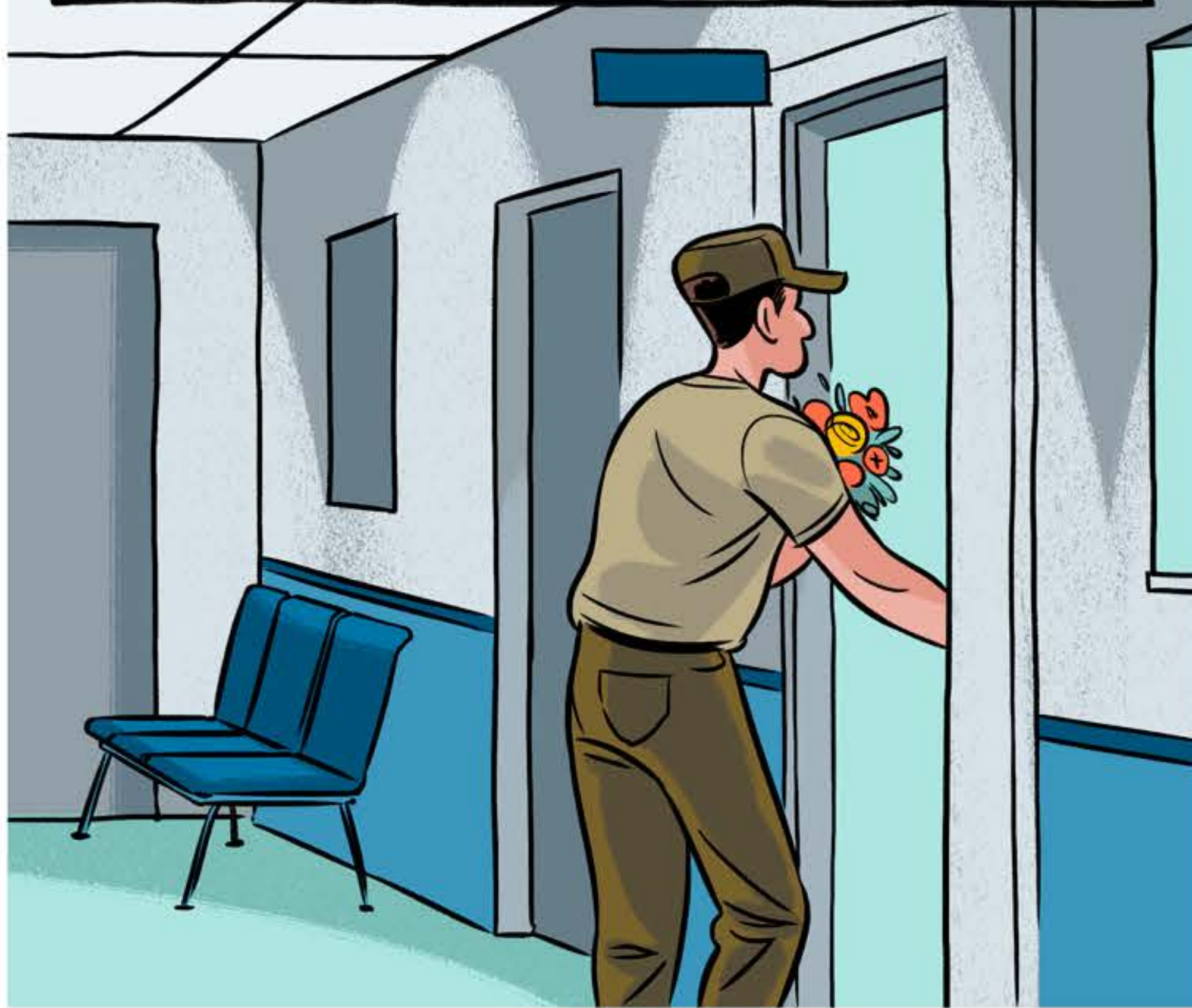


Miranda has a complication during childbirth, requiring an emergency C-section.



Sam's mother suffers a stroke, her recovery uncertain.

Paid Family and Medical Leave will allow workers to take up to 12 weeks of reduced-pay leave for serious health conditions, to care for a new child, or to accommodate a family member's military deployment...



...or care for a family member with a serious health problem.

Sam will be able to take 12 weeks off to care for his mother, arrange for her rehabilitation, and find her an in-home aide while she heals.



In 2020, workers may take 12 weeks reduced-pay medical leave for their own serious health conditions. This may be combined with family leave for a total of 16 weeks.

Sarah will need 6 weeks off from her restaurant job to recover from her injuries. Income from Paid Family and Medical Leave will help her pay bills.



Meanwhile, Sarah's boss will be able to get help from the state while Sarah is gone.



Small business owners may apply for grants to offset wage costs or hire temporary workers to replace an employee who is on leave.

Workers may even add an extra 2 weeks for a pregnancy complication.



Miranda will be able to take 18 weeks off from her medical assistant position, allowing her to fully heal and give her baby the best possible start in life.

HEALTH and FAMILY COME FIRST.



For more information on paid sick days and Family and Medical Leave Insurance, visit waworkandfamily.org.