



# Paid Family & Medical Leave: Welcoming a new child in Washington

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# Overview of presentation

1. Basics of Washington PFML
2. Examples
3. How to apply
4. Frequently Asked Questions
5. Paid Leave and COVID-19



# When can you use Paid Family & Medical Leave?



Recover from your own serious illness or injury



Care for a newborn or new foster or adopted child



Care for a seriously ill family member



Cope with a family member's military deployment

# Who Is Eligible?



# How much leave do I get?



12 weeks of either family or medical leave...



Up to 16 weeks combined.



14 weeks medical leave with pregnancy-related complication...



Up to 18 weeks combined.

# How does this work for new parents?



Both parents may take up to 12 weeks family leave at any time during the first 12 months following birth or placement of a foster or adopted child.



The birth parent may also take medical leave when unable to work due to pregnancy or recovery from birth for a combined total of up to 16 weeks.



People with serious pregnancy-related complications can take an additional 2 weeks medical leave and a total of 18 weeks.



Leave may be taken all at once or intermittently.

# How much will I get paid?

Benefits are based on your average weekly gross earnings last year.

You'll receive payment by your choice of direct deposit or prepaid card.

If average weekly  
pay was:

Your weekly  
benefit will be:

\$577

\$518

\$962

\$731

\$1,538

\$1,000

# How is it paid for?

Workers & employers pay payroll premiums

A full-time minimum wage worker pays \$1.36 per week

Someone making \$54,000 pays \$2.60 per week

Workers apply to state for benefits paid from trust fund



# What else do I need to know?



There is a week waiting period for medical leave, during which you may use sick leave or paid time off.



A week always runs Sun-Sat. You can collect benefits starting the next week, whether you took off 1 day or 7 during your wait week.



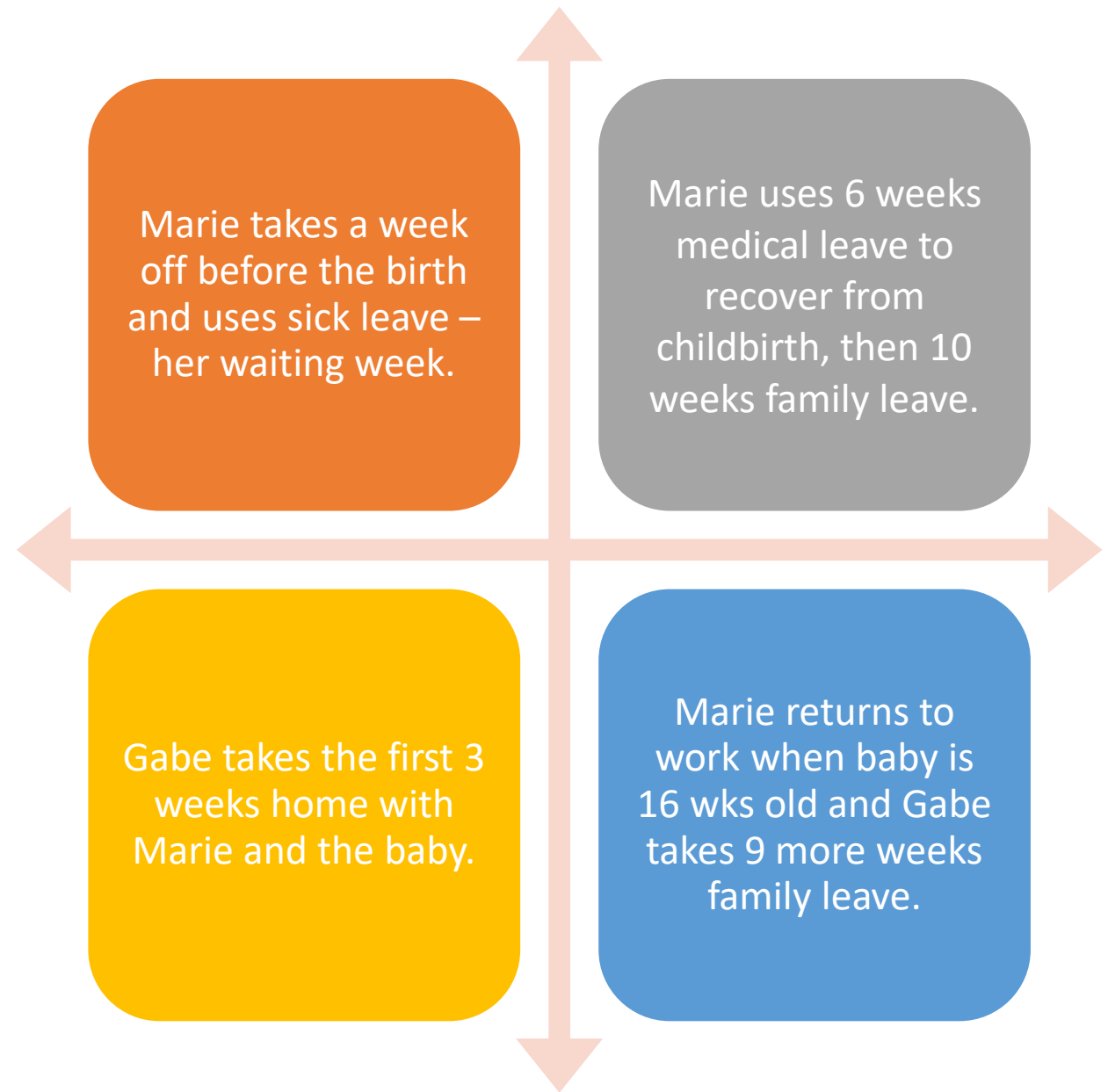
Medical leave and leave to care for ill family require certification by a health professional



There is no waiting week for family leave to bond with a new child or family military leave.

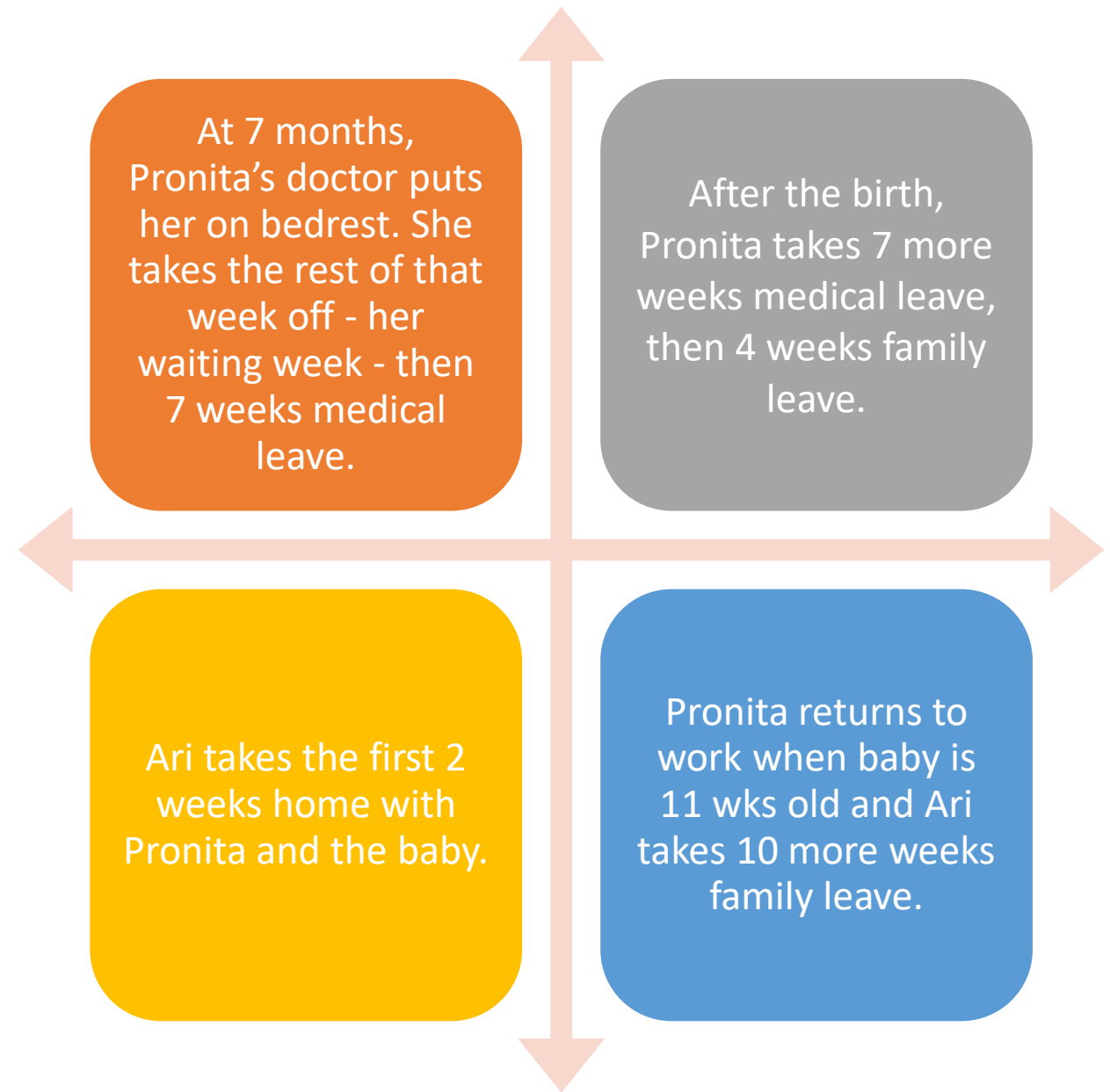
For Example...

Marie takes  
16 weeks +  
waiting week;  
Gabe takes 12  
weeks



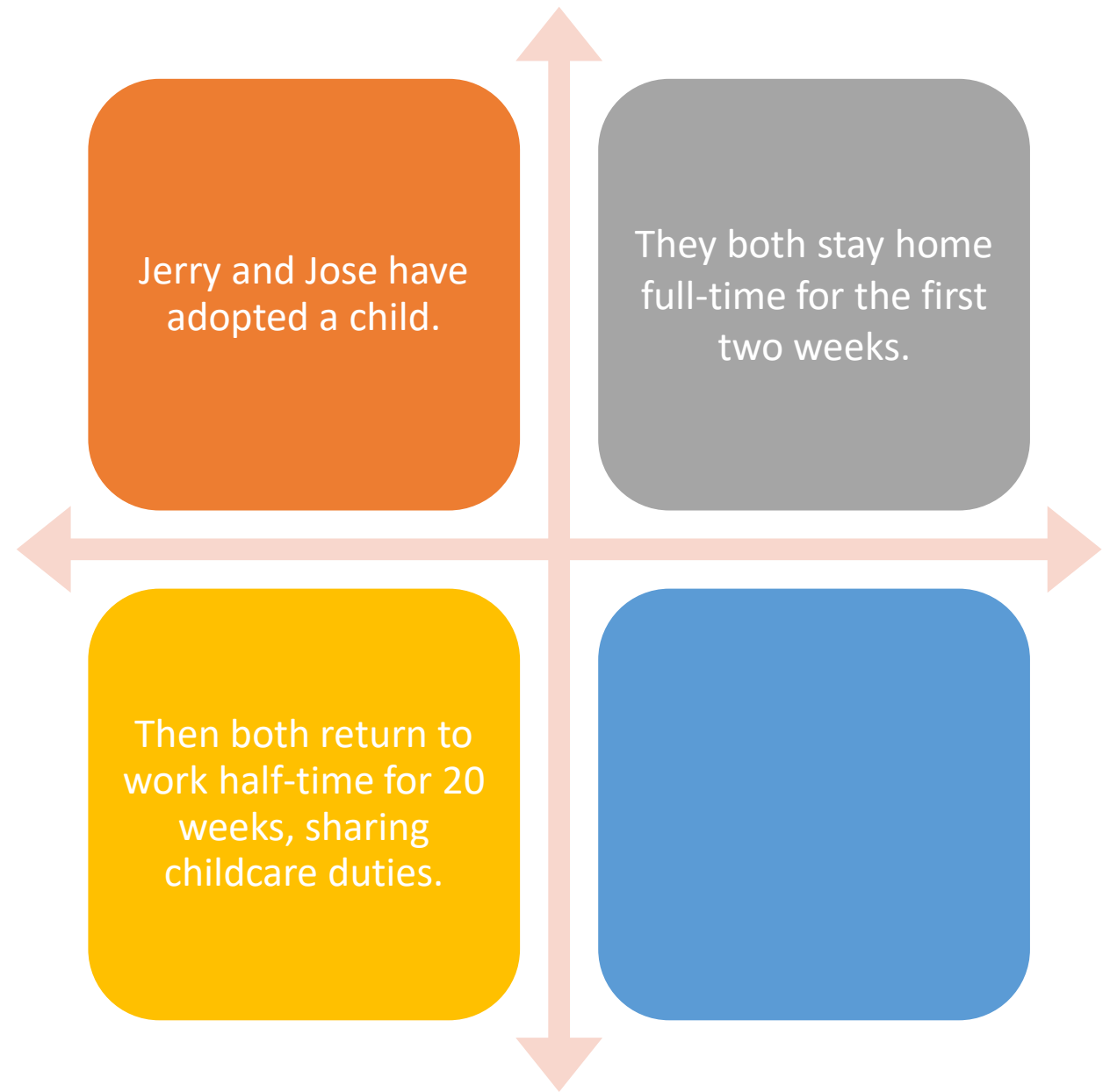
For Example...

Pronita takes  
18 weeks +  
wait week;  
Ari takes 12  
weeks



For Example...

Jerry & Jose  
both take 12  
weeks, 10  
intermittently



# How do I apply for PFML?

See “Get Ready to  
Apply” at  
[paidleave.wa.gov](https://paidleave.wa.gov)



## Three simple steps:



1. Notify your employer in writing (text, note or email), at least 30 days before you expect to start leave if you can.



2. Gather documents: identification, Social Security or Taxpayer Identification Number, certification from a health provider for medical leave.



3. Fill out your application at [paidleave.wa.gov](https://paidleave.wa.gov).

High  
Demand:

Target 2 weeks  
by June

The paid family and medical program started in January 2020 and is experiencing very high demand.

Currently, it will take several weeks after you apply to have your leave approved.

Once approved, you will still receive benefits retroactively for your full leave.

Delayed benefits are hard for everyone! In cases of extreme hardship, you may receive expedited approval: call (833) 717-2273

## How do I know I've been approved?

You can check the status of your application at [paidleave.wa.gov](https://paidleave.wa.gov)

The Employment Security Department will mail your approval, then you can start filing weekly claims for every week you take leave.

They'll also notify your employer.

If you start leave before receiving approval, you can still file claims for leave you've already taken and receive benefits retroactively.

For more information, visit [paidleave.wa.gov](https://paidleave.wa.gov),  
e-mail [paidleave@esd.wa.gov](mailto:paidleave@esd.wa.gov) or call (833) 717-2273.

# Answers to frequent questions:

## *Is my job guaranteed?*



Your employer cannot deny you the right to take PFML, but if you work for a company with fewer than 50 employees, they may not have to hold your job.



If you've worked at least 1 year at a firm with 50 + employees, your employer probably must hold your job and continue your health insurance.



If you work for an employer with 50 or more employees and are also covered by FMLA, your state paid family and medical leave will likely run concurrently with federal leave.



Answers to  
frequent  
questions:

*What is a  
“serious health  
condition”?*



A serious health condition  
requires a health care provider  
certification and:



In-patient treatment, *or*



On-going treatment by a health  
professional and incapacity to work  
for at least 3 days, or for chronic  
condition

Answers to  
frequent  
questions:

*Which family  
members are  
covered?*



Family members  
include:



Child of any age, including stepchild,  
in loco parentis, etc.;

Spouse or register domestic partner;



Parent, grandparent, grandchild,  
sibling, including in-laws

Answers to  
frequent  
questions:

*What are other  
important  
details?*



Many employers will supplement benefits  
– ask!



Minimum leave per week to receive  
benefits is 8 hours.



Self-employed and gig workers may opt in.



For language translation, a written  
application, or other assistance, call (833)  
717-2273.

# Paid Leave and COVID-19

*resources at  
esd.wa.gov*

- You may use PFML if you or a family member have a serious health condition certified by a health care provider, including COVID-19.
- Most employees in WA have the right to earn and use Paid Sick Days, including for work or school closures due to COVID-19. (See [Ini.wa.gov](http://ini.wa.gov))
- Emergency federal law effective through 2020 provides many workers in companies with fewer than 500 employees 2 additional weeks paid sick leave for COVID-19 quarantine or illness + up to 10 weeks partly paid leave if child's school or daycare is closed. (See [dol.gov](http://dol.gov) for details)
- If your hours are cut or business is closed due to coronavirus, you may receive Unemployment Insurance: [esd.wa.gov](http://esd.wa.gov).

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# More resources

## Resources:

- [Paidleave.wa.gov](https://paidleave.wa.gov)
- [Opportunityinstitute.org/paidleave/](https://opportunityinstitute.org/paidleave/)