

# WA Paid Family & Medical Leave

Benefits begin 1/1/2020

## Qualifying events include



### Family Leave

Care of a family member for a serious health condition

Birth or placement of a child

Qualifying military exigency as permitted under federal FMLA



### Medical Leave

Your own medical care for a serious health condition

## Benefits include

Weekly wage replacement – proportion of weekly wages from \$100-\$1,000

Washington State's PFL program provides benefits as follows:

- 12 weeks per 52 consecutive calendar weeks for an employee's own serious health condition, and
- 12 weeks per 52 consecutive calendar weeks for:
  - caring for a family member with a serious health condition
  - bonding with a new child
  - military exigency

The law provides a combined maximum of 16 weeks per 52 consecutive calendar weeks for paid family and medical leave benefits.

The combined maximum can be extended to 18 weeks if the employee experiences a serious health condition with a pregnancy that results in incapacity.

An employee becomes eligible for Paid Family and Medical Leave benefits after completing 820 hours of work for any employer in Washington State in the qualifying period.



## What family member's care need qualifies for employee PFL?

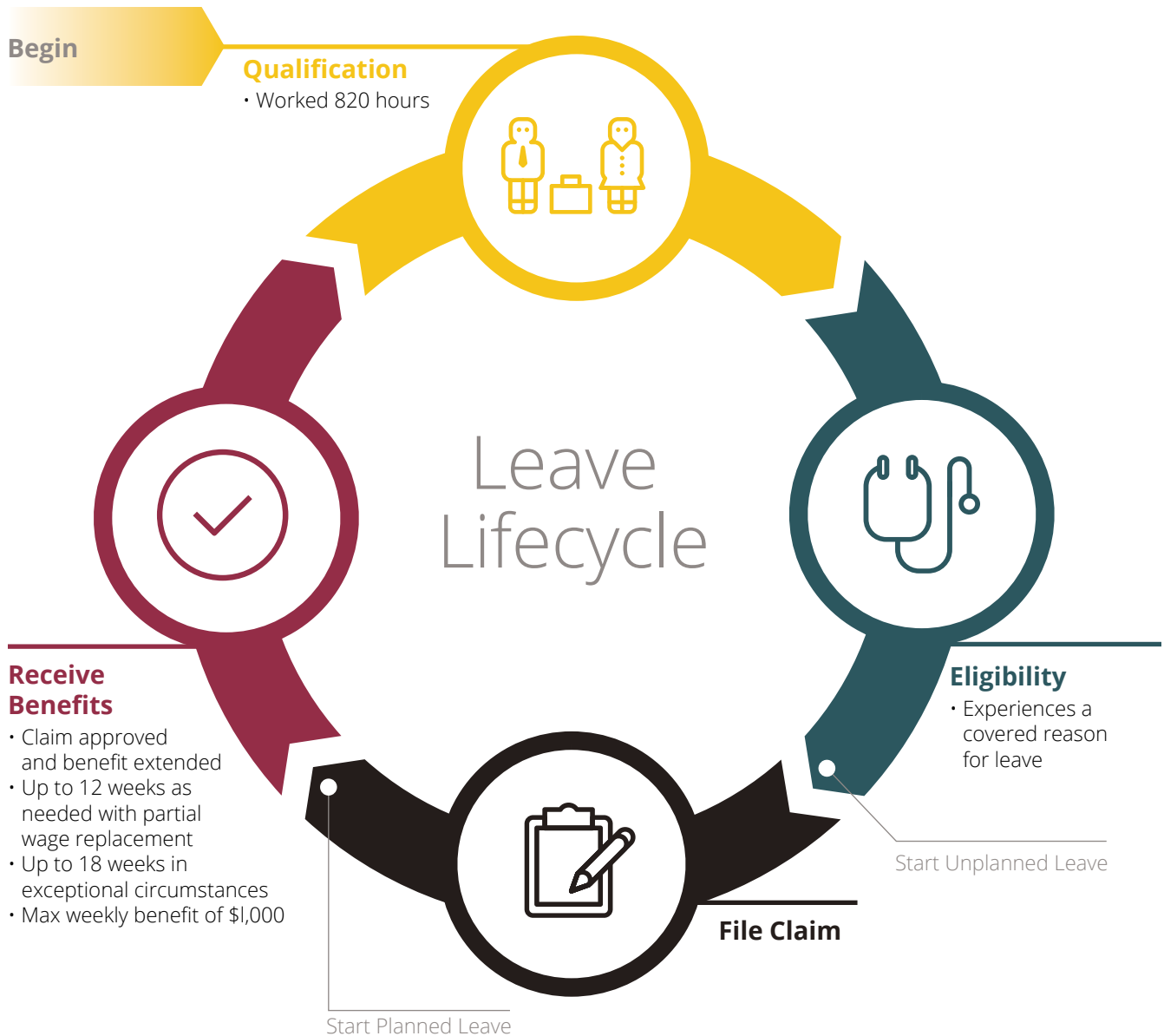


Child  
Grandchild  
Spouse/Domestic Partner  
Sibling  
Parent  
Grandparent

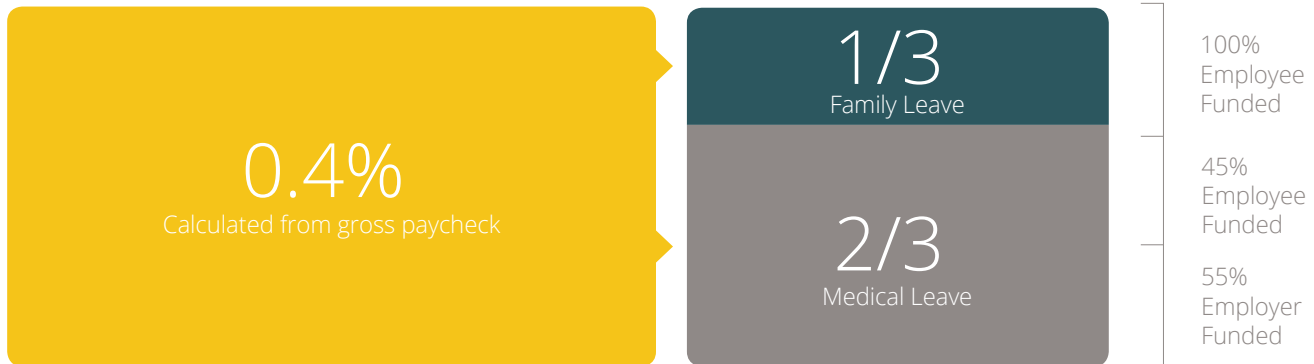


Godparents  
Aunts or uncles  
Cousins  
Distant relatives  
Roommates  
Neighbors  
Coworkers  
Live-in non-family members  
Pets

## WA Paid Leave Cycle



## Payment Calculation



### Premium Calculation Example

\$50,000/year wage x .4% = \$200

Employee pays: \$126.67

Employer pays: \$73.33

### Small businesses with fewer than 50 employees don't pay employer premium.

Still required to remit employee portion of premium and all reporting requirements

## Voluntary Plans

Employer-operated paid family and medical leave program.

Must apply to all employees.

You can choose family, medical, or both for voluntary plan.

Benefits must be equal or better than state plan for duration of leave, premium amount, weekly benefit, and more.

Download guide at [paidleave.wa.gov/voluntary-plans](https://paidleave.wa.gov/voluntary-plans).

For the first 3 years of a voluntary plan's existence, re-approval is required every year. After 3 years, re-approval is only required if the employer makes changes to the plan that are not required by statute.

Employees are eligible for benefit payments under an approved voluntary plan after working 820 hours in the qualifying period and 340 hours for that employer.

Employees who are not yet eligible for coverage under an approved voluntary plan will be eligible for benefits under the state plan if they have worked 820 hours in the qualifying period.

## Learn More Information

### [Paidleave.wa.gov/events](https://paidleave.wa.gov/events)

Employer webinar series

### [Paidleave.wa.gov/employers](https://paidleave.wa.gov/employers)

Employer Toolkit

[paidleave@esd.wa.gov](mailto:paidleave@esd.wa.gov)

[paidleave.wa.gov](https://paidleave.wa.gov)

833-717-2273

<https://paidleave.wa.gov/files/Graphics/2019.Employee.Infographic.pdf>

## Simplify the complex with FINEOS Absence

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In an ever-changing landscape of shifting federal, state, and municipal regulations, absence management grows exponentially more complex. FINEOS Absence simplifies the complexity, automating processes around both paid and unpaid absences, and integrates seamlessly with:



**FINEOS Claims**



**HRIS**



**Third-party systems**

As a comprehensive absence management system, FINEOS Absence has integrated claims that covers the full absence management life-cycle, from initial request, through return to work.

For more information about how FINEOS Absence can help simplify your absence management journey, contact us at [info@FINEOS.com](mailto:info@FINEOS.com)

