At some time in our lives, we all need to give or receive care. Paid Family and Medical Leave is a new statewide insurance program that will help Washingtonians take paid time in life’s most challenging times.

What is covered?
- Your own medical condition
- Bonding with a child (birth, foster or adoption)
- Caring for family members
- Leave for military families

Am I eligible for benefits?
You are eligible once you have worked 820 hours in Washington during the previous year and you experience a qualifying event. You can apply for benefits starting Jan. 1, 2020.

What is my weekly benefit?
You are entitled up to 12 weeks of partial wage replacement with a weekly minimum of $100 and a weekly maximum of $1000, adjusted annually. Your exact benefit is determined by your earned wages, the state median income, and other factors.

Is my job protected while I take leave?
Employees covered by the state program are entitled to job restoration when returning from leave if they:
- Work for an employer with 50 or more employees.
- Have worked for that employer for 12 months or longer.
- Have worked at least 1250 hours for that employer in the past 12 months.

How much does it cost?
If your annual salary is $50,000, you will pay about $2.44 per week. The premium is 0.4% of an employee’s gross wages and is shared by the employee and employer. Premium collection began Jan. 1, 2019.

When does this begin?
- January 1, 2019: Premium collection
- January 1, 2020: Benefits begin
- July 1 to August 31, 2019: Employer reporting for quarters one and two

For more information visit paidleave.wa.gov