**Washington’s Paid Family and Medical Leave Program**

Paid Family and Medical Leave is a statewide insurance program to care for yourself or your family in life’s most trying times. It is a statewide insurance program that will be funded by premiums paid by both employees and many employers.

**How do I become eligible for benefits?**

You become eligible once you have worked 820 hours for a Washington-based employer during the previous year. You can apply for benefits starting Jan. 2020.

**What is covered?**

- Your own medical condition
- Bonding with a child (birth, foster or adoption)
- Caring for family members
- Certain military-related events

**How much will it cost?**

If your annual salary is $50,000, you will pay about $2.40 per week. The premium is 0.4% of an employee’s paycheck and is shared by the employee and employer. Premium assessment will begin Jan. 1, 2019.

**How many hours should I work?**

- **820** HOURS

**What is my weekly benefit?**

You are entitled up to 12 weeks of 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.

<table>
<thead>
<tr>
<th>Weekly wage</th>
<th>Weekly Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>$480</td>
<td>$432</td>
</tr>
<tr>
<td>$576</td>
<td>$524</td>
</tr>
<tr>
<td>$961</td>
<td>$764</td>
</tr>
<tr>
<td>$1923</td>
<td>$1000</td>
</tr>
</tbody>
</table>

**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 more.
- Have worked at least 1250 hours for that employer in the past 12 months.

**For more information:** [esd.wa.gov/paid-family-medical-leave](http://esd.wa.gov/paid-family-medical-leave)