**PFML eligibility and benefits**

The [Paid Family and Medical Leave program](https://paidleave.wa.gov/) is a mandatory statewide insurance program that provides paid family and medical leave to eligible employees. The program is administered by the Employment Security Department (ESD). Washington’s Paid Family and Medical Leave program does not replace the federal Family and Medical Leave Act (FMLA). In most cases, PFML and FMLA will run concurrently.

**Eligibility**

Employees can receive PFML benefits if they meet eligibility criteria and experience a qualifying event.

Eligible employees have been employed for at least eight hundred twenty (820) hours in the state of Washington during the “qualifying period”

* The “qualifying period” is the first four of the last five completed calendar quarters or
* The last four completed calendar quarters immediately preceding the application for leave

**Qualifying events**

**Family leave**

* Leave to bond with the employee’s child during the first twelve months after the child’s birth, or the first twelve months after the placement of a child under the age of eighteen with the employee;
* Leave to participate in providing care, including physical or psychological care, for a family member due to the family member’s serious health condition; or
* Leave because of qualifying military exigency as permitted under the federal Family and Medical Leave Act.

**Medical leave**

* Medical leave is any leave taken by an employee from work due to the employee’s own serious health condition. Serious health condition means an illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical care facility, including any period of incapacity; or
  + Continuing treatment by a health care provider for:
    - An illness or injury that incapacitated you for three or more consecutive days.
    - A chronic serious health condition (like diabetes or epilepsy).
    - Incapacity during pregnancy or for prenatal care.
    - Treatment for substance abuse.
    - Any period of absence from work to receive treatments and recover, like for radiation, chemotherapy or dialysis.

The health care provider will determine whether the illness or injury meets the definition of a “serious health condition.”

**Family member definitions**

**“Family member”** means a child, grandchild, grandparent, parent, sibling, a child’s spouse (son-in-law or daughter-in-law), or spouse of an employee, and also includes any individual who regularly resides in the employee’s home or where the relationship creates an expectation that the employee care for the person, and the individual depends on the employee for care.

**“Child”** includes a biological, adopted, or foster child, a stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent, regardless of age or dependency status.

**“Grandchild”** means a child of the employee’s child.

**“Grandparent”** means a parent of the employee’s parent.

**“Parent”** means the biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee’s spouse, or an individual who stood in loco parentis to an employee when the employee was a child.

**“Spouse”** means a husband, wife, or state-registered domestic partner.

**Employee benefits**

Family and medical leave is available and benefits are payable to qualified employees. The weekly PFML benefit amount is calculated by ESD and is generally up to 90% of weekly wages, with a minimum of $100 per week and a maximum of $1,456 per week (in 2024). ESD provides a [benefits calculator](https://paidleave.wa.gov/estimate-your-weekly-pay/) on their website to estimate the amount.

**Minimum Claim Duration**

The minimum claim duration payment is for seven (7) consecutive hours of leave.

**Maximum Claim Duration**

Qualified Washington workers are eligible for:

* Up to 12 weeks of paid family or medical leave.
* Up to 16 weeks of leave when family and medical leave are used in combination (e.g., birth parent pregnancy and parental leave).
* An additional two (2) weeks of leave is available as a result of pregnancy complications.

**Notice for requesting leave**

Employees must provide at least 30-day notice to the District before the leave begins for a foreseeable event such as the birth or placement of a child or a planned surgery. If the need for leave is unforeseeable, like an accident or sudden illness, employees must provide notice as soon as practical. The employee must inform the District as soon as practical if dates of the leave change, or are extended.

The notice must contain the anticipated timing and duration of the leave. For intermittent leaves, the notice must also include the anticipated frequency of the leave.

Filling a PFML claim is a separate process from applying for leave of absence from the District. When employees file a PFML claim, the employee must also request a leave of absence with the District or already be on an approved leave.

[Family and Medical Leave (FMLA)](https://hr.uw.edu/ops/leaves/fmla/overview/): provides job and health benefits protected leave for eligible employees who take leave for:

* A serious health condition, either their own or a family member’s
* Prenatal medical care or incapacity due to pregnancy and/or delivery
* Time to bond with a new baby or newly placed adopted or foster child
* Qualifying activities (exigencies) related to a family member’s military active duty
* A serious injury or illness of a family member who is a current member of the armed forces or a veteran.