

**Example 1**

An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 10 weeks of parental leave.

	Pregnancy Disability	Parental (Bonding) Leave
Leave Laws	WLAD	
	WA PFML (Medical Leave)	
		WA PFML (Family Leave)
State Income Replacement Benefits	Federal FMLA	
Week	WA PFML (Medical Leave)	WA PFML (Family Leave)
	1 2 3 4 5 6	7 8 9 10 11 12 13 14 15 16

WA PFML and WLAD run concurrently with FMLA where an employee is eligible for each law. WLAD does not run concurrently with WA PFML during the parental leave portion.

Employees can generally take a combined 16 weeks of PFML leave between medical and family leave in a 12-month period. As of the 16th week of their leave, the employee has used all their leave allowed under both FMLA and WA PFML in a 12-month period.

The PFML waiting week does not apply if the pregnancy disability leave begins on the day of delivery (thus no waiting period applies above)

**Example 2**

An eligible non-birthing parent is requesting 12 weeks of parental leave to bond with their newborn.

	Parental (Bonding) Leave
Leave Laws	WA PFML
	Federal FMLA
State Income Replacement Benefits	WA PFML
Week	1 2 3 4 5 6 7 8 9 10 11 12

WA PFML runs concurrently with FMLA where an employee is eligible for each law.

Employees can generally take no more than 12 weeks of PFML leave for family reasons in a benefit year. As of the 12th week of their leave, the employee has used all their leave allowed under both FMLA and WA PFML in a 12-month period.

**Example 3**

An eligible employee requires 8 weeks of medical leave to recover from their surgery.

	Medical Leave
Leave Laws	WA PFML
	Federal FMLA
State Income Replacement Benefits	WA PFML
Week	1 2 3 4 5 6 7 8 9 10 11 12

WA PFML runs concurrently with FMLA where an employee is eligible for each law.

In this example, the employee has 4 weeks of FMLA and WA PFML remaining to use for medical leave reasons.

Waiting week applies before PFML benefits are payable - a waiting week begins Sunday and ends the following Saturday and may be less than a full week.

The Larkin Company has taken reasonable steps to ensure the accuracy of the information on this page, however we make no representation or warranty of any kind as to its accuracy or completeness. These resources should not be construed or substituted for legal advice. Accordingly, before taking any actions based upon such information provided herein, we encourage you to seek competent legal advice from a licensed attorney or appropriate professionals.