

<div style="display: flex; justify-content: space-between; align-items: center;"> <h2 style="margin: 0;">Washington - Leave Types, Benefit Amounts and Durations</h2> </div>										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
<b>Washington Paid Family and Medical Leave (PFML)</b>	<p><b>Leave Laws - WA</b> PFML runs concurrently with federal FMLA. WA PFML runs concurrently with WLAD.</p> <p><b>Pay Laws - N/A</b></p>	Leave and Pay	<p>Unprotected leave – 1 employee (WA)</p> <p>Protected leave – 50 employees (WA)*</p> <p><i>*Effective 01/01/26: 25 or more WA employees; 01/01/27, 15 or more WA employees; 01/01/28, 8 or more WA employees.</i></p>	<p>Unprotected Leave - employees has worked 820 hours in Washington State with any WA employer(s) during the first four of the last five completed calendar quarters</p> <p>Job protected leave – 1,250 hours worked with current employer, 12 months of service</p> <p><i>Effective 01/01/26: Employees are eligible for job protection after 180 calendar days of employment prior to WA PFML leave.</i></p>	Yes, see "Employee Eligibility"	Yes, when leave overlaps with FMLA	<p><b>Medical leave:</b> 12 weeks in a claim year (14 weeks if an employee experiences pregnancy complications).</p> <p><b>Family leave:</b> 12 weeks in a claim year*</p> <p><b>Medical and family leave (combined claim year usage):</b> 16 weeks (18 weeks with pregnancy complications).</p>	<p>Up to 90% of average weekly wage, up to \$1,542 per week (2025).</p> <p><i>For claims beginning 01/01/26: The maximum benefit amount is up to \$1,647 per week.</i></p>	<p>"Waiting week" is up to seven (7) days. Waiting week begins Sunday and ends the following Saturday and may be less than a full week. The waiting week applies only to family care leaves and medical leaves. The waiting week does not apply to medical leaves (i.e. pregnancy disability) taken upon the birth of a child.</p>	<p>Spouses and domestic partners, children (biological, adopted, foster or stepchild), parents and legal guardians (or spouse's parents), siblings, grandchildren, grandparents (or spouse's grandparents), son-in-law and daughter-in-law. Also, where an employee lives with an individual who depends on the employee for care.</p>
<b>Washington Law Against Discrimination (WLAD)</b>	<p><b>Leave Laws - WLAD</b> runs concurrently with federal FMLA.</p> <p><b>Pay Laws - WLAD</b> runs concurrently with WA PFML (leave and pay law).</p>	Leave	1 employee (WA)	No requirements.	Yes	No - must continue if continued for other medical (non-pregnancy related) leaves	Pregnancy disability leave - no duration maximum (as certified by a medical provider).	N/A	N/A	N/A

\*Family leave - parental, family care leave, military exigency, and leave for the loss of a newborn or newly adopted child (within 7 days of the child's death).

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