Larkin

Washington – Leave Examples

Please note: If employers do not provide written notice confirming FMLA leave will be counted toward WA PFML leave, this may result in an employee's "stacking" or non-concurrent use of FMLA and WA PFML. Example 4 provides a visual.

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)									
		Federal FMLA														
State Income Replacement Benefits		WA PFML (Medical Leave)														
							WA PFML (Family Leave)									
Week		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	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.

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Example 4

An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and the remaining time available for parental leave. They choose to take WA PFML after FMLA exhausts.

	Pregnancy Disability		Parental (Bonding) Leave					
Leave Laws	Federal FMLA							
	WLAD				WA PFML			
State Income Replacement Benefits					WA PFML			
Week	1 2 3 4 5 6	7 ————► 12		24				

WLAD, WA PFML, and FMLA run concurrently where an employee is eligible for each law. However, employees have the choice of when to file for WA PFML. This can cause stacking with federal FMLA. Additionally, WLAD does not apply during parental leave.

As of the 12th week, the employee has used all their leave allowed under FMLA within a 12-month period. The employee then files for WA PFML to bond with their baby. As of the 24th week of leave, the employee has used all WA PFML bonding leave allowed in a 12-month period.

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