

Washington's Paid Family & Medical Leave program

Paid time off when you need it most.

Paid Leave provides paid time off when a serious health condition prevents you from working, when you need to care for a family member or a new child, or for certain military-related events.

Who is eligible

You may qualify if you've worked at least 820 hours in Washington over the past year. This includes:

- Full-time
- Part-time
- Seasonal and
- Temporary work

Job protection

As of January 1, 2026, you may have job protection during your Paid Leave if:

- You work for an employer with 25+ workers, and
- You've worked there for 180 days (6 months) or more.

Find out more about job protection and healthcare coverage at paidleave.wa.gov/job-protection

For more information

Our Benefit Guide provides detailed information about the application process, filing weekly claims and explains your rights and responsibilities under the law. You are responsible for knowing the information in this guide. You can download it at paidleave.wa.gov/benefit-guide or request a paper copy by contacting us.

2026 contributions

- The total premium rate is 1.13% of gross wages, up to the social security cap of \$184,500.
- The employee portion of premiums may be shared between you and your employer.
- You'll see this deduction on your paycheck.

2026 benefit details

Eligible employees can receive:

- Up to 12 weeks of medical or family leave.
- Up to 16 weeks of combined medical and family leave.
- Up to 18 weeks (including 2 extra weeks) for complications during pregnancy or birth that results in incapacity.

The weekly benefit amount is between \$100 and \$1,647 and depends on last year's income.

The Employment Security Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available free of charge. Washington Relay Service: 711



Updated December 2025

Paid time off. Peace of mind.

You may qualify for Washington's Paid Family & Medical Leave if you worked 820 hours in the last year. The 820 hours can be through full-time, part-time, seasonal and temporary work. You do not need to be currently employed when you take Paid Leave.

How it works

You can take Paid Leave to:

- Care for your own serious health condition
- Care for a new child through birth, adoption, or foster placement
- Care for a family member with a serious health condition
- Attend certain military-related events

You can take up to:

- **12** weeks of family or medical leave for each claim
- **16** weeks if you have a personal medical event and a family caregiving event in the same claim year
- **18** weeks in cases where you experience complications related to pregnancy or birth

In 2026: The weekly benefit amount is between \$100 and \$1,647 and depends on last year's income

You can use your leave time all at once or you can break it up into smaller blocks of time throughout your claim year.



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Your rights

If you qualify:

- Your employer cannot prevent you from taking Paid Leave
- Your employer can't make you use other types of leave, such as sick or vacation time, before or after taking Paid Leave.
- You may be entitled to job protection and continuation of healthcare benefits. Learn more at paidleave.wa.gov/job-protection.

If you believe that your employer has discriminated against you or interfered with your ability to take leave, you can file a complaint with the Employment Security Department. Learn more at paidleave.wa.gov/unlawful-acts-complaints/.

You may also contact the Office of the Paid Family and Medical Leave Ombuds. The ombuds is an independent third party within the department that investigates, reports on and helps settle complaints with the Paid Family and Medical Leave program. Learn more at paidleaveombuds.wa.gov or call the Ombuds' office at 844-395-6697.

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