



## **FMLA—Family and Medical Leave Act**

FMLA is a Federal program administered by RSD that is unpaid leave unless the employee has accrued leave available.

### **Eligibility**

- Employee has worked 12 months for RSD
- Employee worked at least 1,250 hours during 12 month period preceding leave

### **Qualifications**

- Birth of a Child, Adoption or Foster Care, Bond with Newborn
- To care for a spouse, child or parent who has a serious health condition
- For an employee's own serious health condition
- Qualifying exigency—military member

### **Leave**

- May take up to 12 workweeks of leave in a 12 month period
- Leave can be intermittent
- Eligible spouses who both work for RSD are limited to a combined total of 12 weeks in a 12 month period to share

### **Health Benefits**

- Employee may be entitled to the continuation of group health insurance coverage
- Employee must continue to pay their share of group health plan premium that they paid prior to FMLA

### **Job Reinstatement**

- Employee is entitled to reinstatement into their original position or equivalent

## **PFML—Paid Family and Medical Leave\***

PFML is a State program administered by the WA Employment Security Department (ESD) that provides paid leave. *Effective January 1, 2020\**

### **Eligibility**

- Employee has worked 820 hours in Washington in the last year (approx. 16 hours a week)

### **Qualifications**

- Birth of a Child, Adoption, Foster Placement, Bond with Newborn
- To care for a spouse, domestic partner, children (including step and foster), grandchildren, siblings, parents (including in-laws) and grandparents
- For an employee's own serious health condition
- Certain events for military families

### **Leave**

- May receive up to 12 weeks of leave
- Up to 16 weeks of combined medical and family leave if events covered by both in the same year
- Up to 18 weeks if you experience a complication in pregnancy
- Leave can be intermittent

### **Health Benefits**

- Employee may be entitled to the continuation of group health insurance coverage if they meet the FMLA qualifications per RCW 50A.35.020 and must continue to pay their share of group health plan premium that they paid prior to FMLA
- If employee does not meet the FMLA qualifications, and does not remain in a RSD paid status, they will not be entitled to the continuation of group health insurance coverage

### **Job Reinstatement**

- Employee may return to the same or similar position when they have worked for RSD for at least 1 year and 1,250 hours in the last year

## FMLA—Family and Medical Leave Act

### Compensation

- Unpaid, however employee may elect to use accrued leave if available

### Retirement

- Employees continue to earn service credit as long as they remain in a paid leave status

### Teaching Experience

- Teachers will continue to earn experience credit as long as they remain in a paid leave status

### How to Apply

- Contact Human Resources
- 360-446-9219 or HR@rainier.wednet.edu
- Provide 30 days advance written notice to your building administrator, office professional and Human Resources (District Office).
  - If your leave is unforeseen, provide notice as soon as you are able.

## PFML—Paid Family and Medical Leave\*

### Compensation

- Employee may receive up to 90 percent of their average weekly wage, but not more than \$1,206 per week depending on their income
- Employee must file a weekly claim with the Washington State Employment Security Department

### Retirement

- Employees do not continue to earn service credit

### Teaching Experience

- Teachers do not earn experience credit

### How to Apply

- [www.paidleave.wa.gov](http://www.paidleave.wa.gov)
- Contact ESD at 833-717-2273
- Provide 30 days advance written notice to your building administrator, office professional and Human Resources (District Office).
  - If your leave is unforeseen, provide notice as soon as you are able.

\*Rulemaking for Paid Family and Medical Leave is ongoing. Please refer to [www.paidleave.wa.gov](http://www.paidleave.wa.gov) for the most recent rulemaking.

An employee's use of FMLA, or other available leave, does not diminish their available PFML benefit. It is possible for an employee to use multiple leave options consecutively. Usage of other leave may reduce an employee's number of hours worked during the qualifying period. Employees are ineligible for PFML if they have not worked 820 hours in the qualifying period.