



Lessons Learned After 1 Year With Washington Paid Family and Medical Leave

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Agenda

Lessons Learned After 1 Year With Washington Paid Family and Medical Leave

- Legislative Changes
- Lessons Learned
- Questions



Who Is Eligible for PFML?

Employees are eligible to use PFML after working at least **820 hours** during the “qualifying period”, which is the first four of the last five calendar quarters



How Much PFML Is Available?

12 weeks per year

+ 4 weeks (16 weeks)

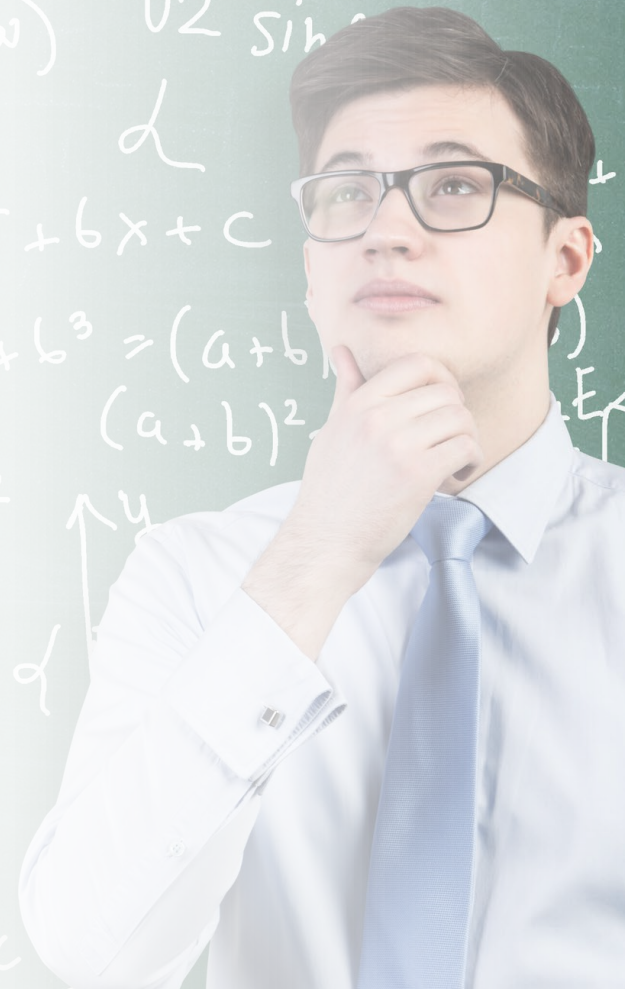
Birth of Child + Bonding Leave **OR**

If employee experiences both
own and family event

+ 2 weeks (18 weeks)

Complications due to Pregnancy

+ Paid Time Off?



How Much Will the Employee Receive?

- 90% of salary
- 2020 claims—up to \$1,000
- 2021 claims—up to \$1,206



2020 Amendments

Substitute House Bill 2614

- Definition of “Casual Labor”
- Definition of “Child”
- Waiting Period



2021 Amendments Passed



Senate Bill 5097 | Definition of "Family member" means a child, grandchild, grandparent, parent, sibling, or spouse of an employee, and also includes *"any individual who regularly resides in the employee's home or where the relationship creates an expectation that the employee care for the person, and that individual depends on the employee for care."*

2021 Amendments

Ongoing Rulemaking *Passed*

- Employer Size
- Employment Restoration



2021 Amendments Passed

- Employees otherwise ineligible for the state PFML program may qualify for a Pandemic Leave Assistance Employee Grant, beginning August 1, 2021. There is no cost to employers to pay for this new program.
- Employers with fewer than 150 employees may be eligible for a one-time Pandemic Leave Employer Assistance Grant if an employee receives a Pandemic Leave Assistance Employee Grant. This is to help offset the cost of an employee being out on leave.

Lessons Learned



Lessons Learned

A woman with long dark hair, wearing a white button-down shirt, is seated at a desk in a modern office or cafe setting. She is looking down at a tablet computer she is holding with both hands. On the desk in front of her is a silver laptop, a brown paper coffee cup with a black lid, and a white container holding several pens and pencils. The background is softly blurred, showing hanging pendant lights and a wooden bar area.

#1 Written Notice to Employee

Lessons Learned

#2 Intermittent Leave

Lessons Learned



Lessons Learned

#4
Notify
Employee of
Conditional
Leave



Lessons Learned

#5 Health Benefits Continuation



Lessons Learned



Lessons Learned

A pregnant woman in a white shirt is shown from the waist down, holding a wooden sign with both hands. The sign has a black chalkboard-like center with white text. The background is white.

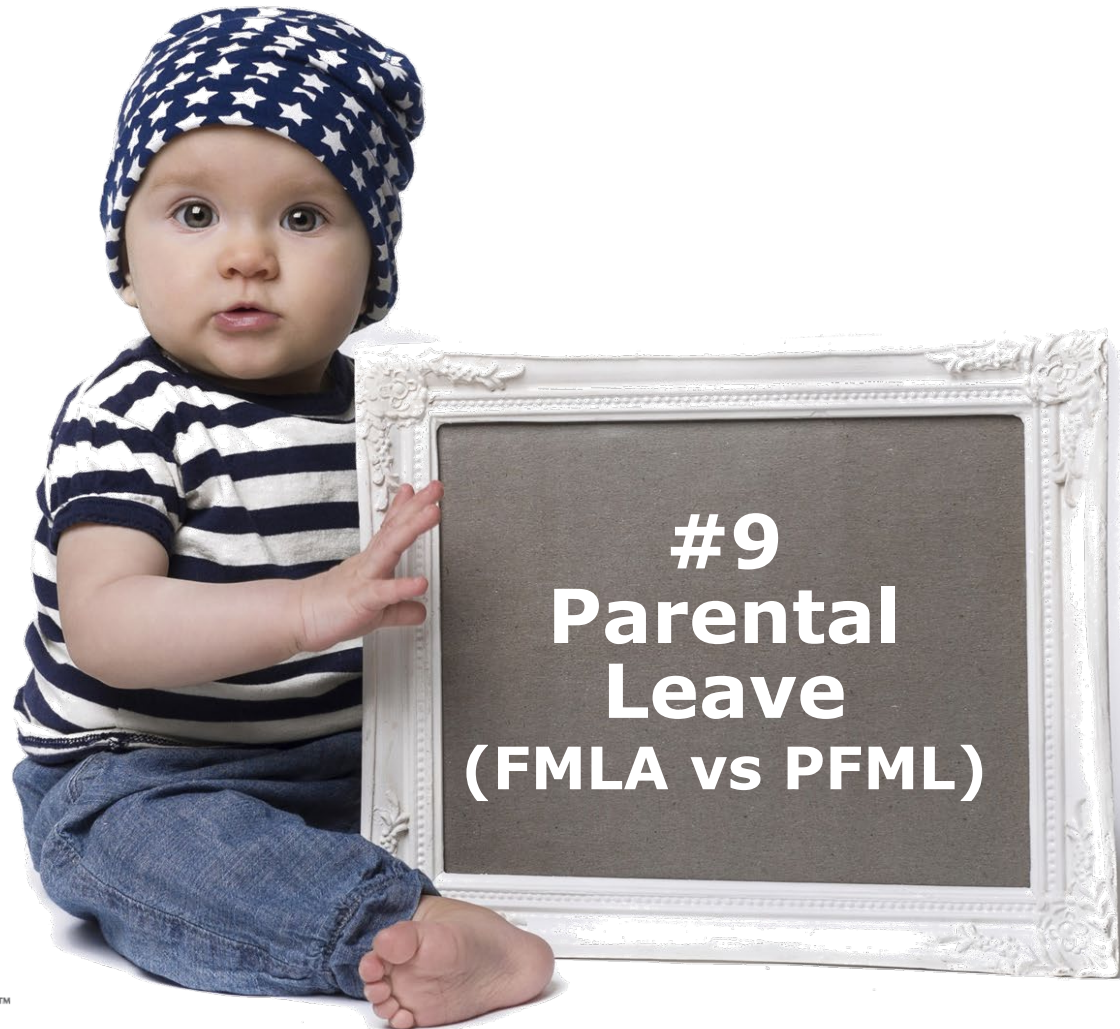
#7 Pregnancy Disability Leave

A black stethoscope is positioned diagonally across a calendar page. The calendar shows dates in blue and red ink. The number 15 is circled in red. A yellow sticky note is placed on the right side of the calendar, partially overlapping the stethoscope's tubing. The background is a light blue surface.

Lessons Learned

#8 Interaction with FMLA

Lessons Learned



Lessons Learned

#10 Supplemental Leave





Thank you!

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