

# Washington **Paid Family & Medical Leave**

 **Employment Security Department**  
WASHINGTON STATE

## **Paid Family and Medical Leave**

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Molly Moon's Homemade Ice Cream

**PUBLIC SERVICE**



**MAKING A DIFFERENCE**

THANK  
YOU!

# Agenda

Timeline

Why Paid Family and Medical Leave matters

Leading the nation

Program overview

Partnership opportunity

Questions and discussion

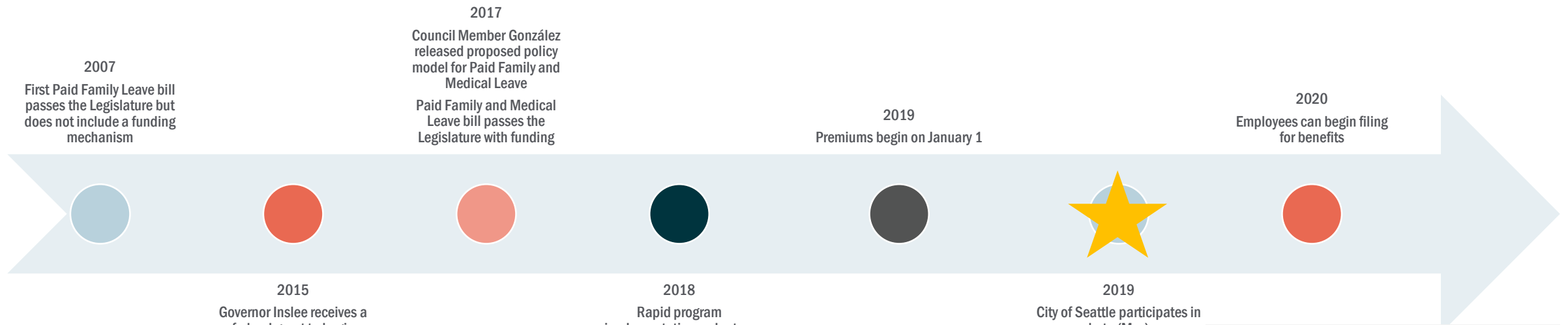
## Mission

We provide our communities with inclusive workforce solutions that promote economic resilience and prosperity.

## Vision

The nation's best and most future ready workforce with opportunities for all.

# Paid Family and Medical Leave timeline



# Why Paid Family and Medical Leave matters



✓ Helps reduce the gender pay gap.



Helps achieve better health outcomes for new parents, babies and the elderly.



Boosts employee retention and saves businesses money.

# Leading the nation



## Benefit to workers

- **High wage replacement:** Up to 90% of the usual wage while out on leave
- **Portable benefit:** Multiple jobs or switch jobs? The benefit goes with you.
- **Generous weeks of leave:** Up to 12 - 18 weeks of paid leave

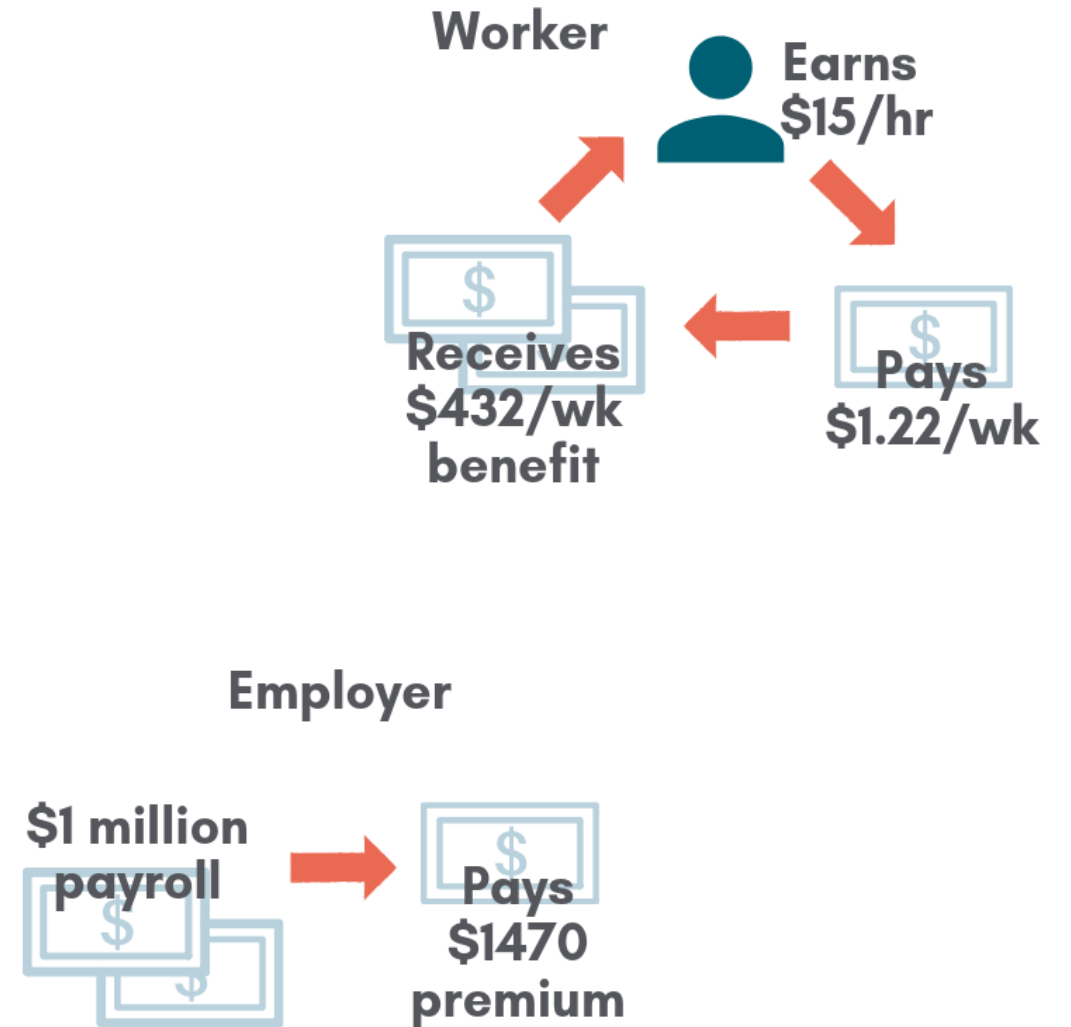
## Benefit to employers

- **Small business grants:** Help cover the cost of an employee out on leave
- **Voluntary plans:** Employers can operate their own program
- **Employee retention:** Workers don't have to leave their jobs when life happens



# Qualifying events and benefits

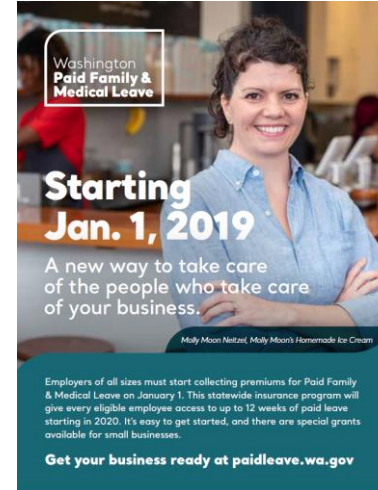
- Caring for family members
- Birth or placement of a child
- Military family leave
- Your own medical condition



# Communications

- Paid ads
- Outreach
- Direct communication
- Shareable tools

**Over 88% of employers are familiar with Paid Family and Medical Leave**

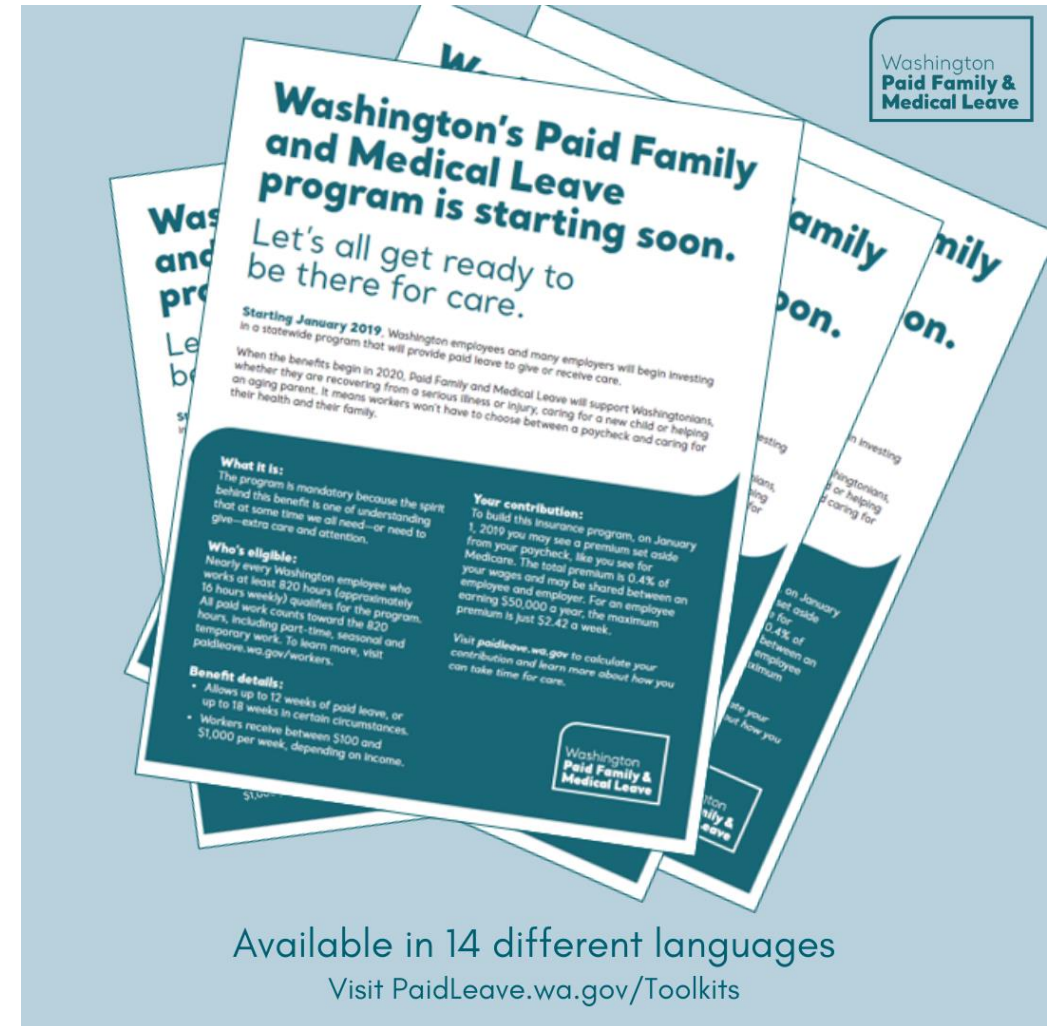




# What a partnership looks like

## Program ambassadors:

- Receive training to give presentations
- Have access to sharable content and updated information
- Help our customers



# Partnership

We need your partnership to:

- Connect us with your networks
- Messengers in local media
- Convene a meeting with key stakeholder groups in Seattle
  - Small business
  - Human services groups
  - Medical providers and community health networks



# Questions?



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