

Paid Family and Medical Leave Bills introduced in 2017 Washington Legislature		
	House Bill 1116	Senate Bill 5149
Who is eligible? (threshold)	340 hrs worked in covered employment	6 consecutive months with employer and still with that employer; or 26 consecutive weeks of being able and available for work when hired day to day; or if part time after 175 days of employment
Covered conditions	· Newborn or newly placed adopted or foster child	· Newborn or newly placed adopted or foster child
	· Family member with serious health condition (FMLA)	· Family member with serious health condition (FMLA)
	· Worker's own serious health condition	· Worker's own serious health condition
	· Military exigency	· Military exigency
Family definition	Child of any age, spouse, parent, parent-in-law, grandparent, grandchild, sibling, person who by blood or affinity has a family relationship	Child under 18 or over 18 and incapable of self-care, spouse, parent, parent-in-law, grandparent, grandchild, designated other for unmarried
Amount of leave	26 weeks family leave and 12 weeks disability leave	Begins with 8 weeks in 2020, 12 weeks in 2023
Benefits	Progressive – 90% wage replacement up to half state avg. wkly wage, 50% for earnings above to \$1,000 weekly cap (annual COLA on cap). Earnings and benefits:	In 2020, half of worker's avg wkly wage up to half of state avg wkly wage; increasing to 67% of worker's avg. wkly wage up to 67% of state avg. wkly wage in 2023
	\$500/wk - 90%	
	\$1,000/wk – 72%	
	\$2,000/wk – 50%	
Premiums	Shared between employees and employers, beginning at 0.255% of pay total, rising to 0.51% total in 2020, thereafter actuarially adjusted according to approved schedule	Fully employee paid, to be set by commissioner
Self-employed	May opt in for 3-year minimum	May opt in for 3-year minimum
Public sector	Treated like everyone else	C.B.A. opt-in; employer opt-in for unrepresented
Job protection	For those in companies with 8+ employees after 6 months with employer	For all who meet eligibility threshold of 6 months with that employer; removes key employee exception
Maintenance of health benefits	Yes	Yes
Phase-in	· July 2018: half premium collection begins	· Jun 2019: premiums begin
	· Oct 2019: family leave benefits begin	· Jan 2020: 8 wks, 50% of usual wage up to 50% state avg wkly wage
	· Jan 2020: full premium	· Jan 2021: 10 wks, 55%
	· Oct 2020: disability benefits begin	· Jan 2022: 10 wks, 60%
		· Jan 2023: 12 wks, 67%
Preemption of local laws	No	Yes