



Washington Work and Family Coalition

Working together for working families.

A new baby, a cancer diagnosis, an ailing parent — at some point, everyone needs to take extended time away from their job to care for themselves or a loved one. Few individuals or businesses can meet this need on their own. **Paid family and medical leave** programs are already working in California, New Jersey, and Rhode Island — across all sectors and communities, in companies large and small. Washington can learn from the experience of other states to establish a program that will promote health across the lifespan, build family economic security, and provide predictability and peace of mind for employers and employees alike.

Values	Our paid family and medical leave proposal
Ensure every Washington child has a solid foundation for lifelong health, learning, and opportunity	<ul style="list-style-type: none">• Up to 26 weeks of family leave for both parents to nurture and bond with a newborn or newly placed adopted or foster child.
Support health, healing, and dignity across the lifespan	<ul style="list-style-type: none">• Family leave is also available to care for seriously ill family members, including aging parents and grandparents, and for family of service members with military exigencies (as defined in federal FMLA).• Up to 12 weeks disability leave to allow workers to fully recover from their own serious health conditions.
Promote family economic security across incomes, gender, race, communities, and business type	<ul style="list-style-type: none">• Progressive benefits topping off at \$1,000 per week. Benefits would be 90 percent of wages for someone making \$500 per week, 72 percent with earnings of \$1,000, and 50 percent with earnings of \$2,000.• Job protection after 6 months on the job in companies of 8 or more employees.• Continuation of health insurance.
Support thriving businesses in all communities	<ul style="list-style-type: none">• Low cost and phased-in: premiums start at 0.255 percent of payroll, split between employees and employers, and reach 0.51 percent in 2020 - about \$2 a week for a full-time employee making \$20 per hour, and \$12 per week for a business with an annual payroll of \$250,000.• Allows employers to boost family and medical leave benefits with their own paid leave policies.• Covers seasonal and part-time work, and allows self-employed and contract workers to opt-in.