

# KNOW YOUR WORK LEAVE PROTECTIONS!

## PAID FAMILY AND MEDICAL LEAVE

Washington offers paid family and medical leave benefits. Workers are allowed to take up to 12 weeks, as needed, when they:

- Welcome a new child into their family,
- Are struck by a serious illness or injury,
- Need to take care of an ill or ailing relative, and
- For certain military connected events.

[www.paidleave.wa.gov](http://www.paidleave.wa.gov)



## WASHINGTON FAMILY CARE ACT: USE OF PAID LEAVE TO CARE FOR SICK FAMILY

You are entitled to use your choice of any employer provided paid leave (sick, vacation, PTO, certain short-term disability plans, or other paid time off) to care for:

- A child with a health condition requiring treatment or supervision,
- A spouse, parent, parent-in-law, or grandparent with a serious health condition or an emergency health condition, and
- Children 18 years and older with disabilities that make them incapable of self-care.

For more information, see your Union Contract and [www.Lni.wa.gov/FamilyCareAct](http://www.Lni.wa.gov/FamilyCareAct).

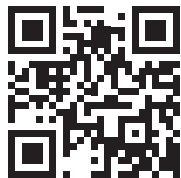


## FAMILY MEDICAL LEAVE ACT

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected unpaid leave for qualifying family and medical reasons. Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period. Employees are eligible for FMLA if they have worked for their employer at least 12 months and for at least 1,250 hours over the past 12 months.

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember.

You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. FMLA leave is unpaid leave, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave. For more information see your Union contract or [www.dol.gov/fmla](http://www.dol.gov/fmla).



## LEAVE FOR VICTIMS OF DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING

Victims and their family members are allowed to take reasonable leave from work for legal or law enforcement assistance, medical treatment, counseling, relocation, meetings with their crime victim advocate, or to protect their safety. Some examples of employer requested documentation can include:

- A written personal statement,
- Law enforcement or court documents, or
- A statement from a provider, clergy, attorney, or advocate.

Employers are also required to provide reasonable safety accommodations to victims. For more information, see your Union contract and [www.Lni.wa.gov/DVLeave](http://www.Lni.wa.gov/DVLeave).



206-441-8880  
800-600-2433

For more information see your Union contract at [www.opeiu8.org](http://www.opeiu8.org) and/or check out our leave resources information at [www.opeiu8.org/member-resources/family-and-medical-leave/](http://www.opeiu8.org/member-resources/family-and-medical-leave/).

Your employer may not fire or retaliate against you for exercising your rights or filing a complaint related to paid sick leave or protected leave.