Global Perinatal Services

Paid Family and Medical Leave

Starting on January 1, 2020, this paid leave option is available to employees who have worked at least 820 hours for any employer or combination of employers in Washington State.

Family Leave

For taking care of a qualifying family member who has a serious health condition for bonding with a new child or for certain military events.

Medical Leave

For recovering from or getting treatment for a serious health condition. This can include Pregnancy.

Time Off

A pregnant individual can receive a combination of:

- Up to 12 weeks of medical leave AND an additional 2 weeks for any serious health condition resulting in an incapacity (14 weeks maximum).
- Up to 12 weeks of family leave to care for a qualifying family member.

For paternity leave or leave for an adoptive parent, you can receive up to 12 weeks of family leave.

Payment

When you take Paid Leave, you may receive up to 90% (up to a maximum of $1,206 in 2021) of your weekly pay upon completing your weekly claims. Payment is given weekly as a direct deposit or prepaid credit card. There is no waiting period for leave for the birth or placement of a child.

Selecting The Right Forms

- Certification of Serious Health Condition:
  - Medical leave due to your own serious health condition, including medical leave for complications during pregnancy or to recover from giving birth
  - Family leave to take care of a family member with a serious health condition
- Certification of Birth Form:
  - Family leave to bond with a new child (birth, adoption, or foster placement)

Did You Know?

You do NOT have to take your Paid Leave all at once. For example, you can take one day off a week to care for a family member undergoing treatment or you can take your leave in full weeks.