

Washington State Paid Family & Medical Leave (WA PFML)

Washington's Paid Family and Medical Leave (PFML) is a state-run, mandatory insurance program providing eligible employees with partially paid, job-protected time off (up to 12-16+ weeks) for serious health conditions, bonding with a new child, or family military events.

The program provides paid leave for:

- **Medical Leave:** For an employee's own serious health condition, including illness, injury, or pregnancy-related incapacity.
- **Family Leave:** To care for a qualifying family member with a serious health condition, bond with a new child (birth, adoption, or foster placement), or manage military-related events.

Eligibility

You must work at least 820 hours in Washington during a qualifying period (roughly the last year).

Weekly Benefit

- The program provides partial wage replacement, up to a maximum of \$1,647 per week in 2026.
- To estimate your weekly pay, please click [here](#).

Waiting Period

- There's a mandatory one-week "waiting week" for medical leave, which is the first your claim is approved, where you don't get paid but can use PTO.
- However, no waiting period applies for parental bonding leave, military exigency leave, or medical leave for childbirth recovery (postnatal).
- The waiting period starts the Sunday of your first week on leave, and claims are typically paid within 3-5 business days after approval, following the waiting week.

Job Protection

- The WA PFML program does not provide job protection.
- Job protection, including maintaining health insurance, is generally provided by the DCFMLA or FMLA, which have separate eligibility requirements

Coverage Period

- Generally 12 weeks of paid leave, which can increase to 16 weeks for combined medical and family leave, or up to 18 weeks for specific pregnancy complications

Filing for Disability

- To apply you must file a claim directly with the state.
- To file a claim, visit the state website [here](#).