

## Leave Law Resources

- **State of Washington – Information**  
<http://www.lni.wa.gov/workplacerrights/files/policies/esc10.pdf> –
  
- Questions answered at your local L&I field service location or the central office Employment Standards Program at 360-902-4930
  
- **Federal** – U.S. Department of Labor at 1-866-487-9243 or see <http://www.dol.gov/whd/fmla/>
  
- **AFSCME publications are online:**
  - *The Family & Medical Leave Act*  
[www.afscme.org/publications/1199.cfm](http://www.afscme.org/publications/1199.cfm)
  
  - *Fighting for the Rights of Employees with Disabilities*  
[www.afscme.org/publications/1662.cfm](http://www.afscme.org/publications/1662.cfm)

## **Leave Laws Defined**

### **Family Medical Leave Act:**

A federal law that took effect in 1993 providing job and health insurance protection for employees and family members with a serious health condition.

### **Family Care Act:**

A 2002 Washington state law that expanded the definition of family members who were covered by protected leave. The expansion allows for leave for registered domestic partners, parent-in-laws, grandparents, an adult child with a disability, and a child with a routine illness.

### **Family Leave Act:**

A 2006 expansion of state law to add an additional 12 weeks of state leave after pregnancy disability or an additional 12 weeks of state leave if the employee has used their FMLA for military exigency or caretaking leave.

### **Leave for Victims of Domestic Violence:**

A 2008 Washington law that allows victims of family abuse, sexual assault, or stalking to take reasonable leave from work — paid or unpaid — to take care of legal or law enforcement needs and obtain health care. Family members of a victim may also take reasonable leave to help the victim obtain treatment or seek help.

### **Leave for Spouses of Deployed Military Personnel:**

A state law that allows for 15 work days of leave prior to deployment or when a spouse/domestic partner is on leave from deployment.

### **Qualifying Exigency Leave:**

A 2008 amendment to FMLA that allows employees to use their 12 weeks of federal leave to address the most common issues that arise when an active duty spouse, parent or child is deployed, such as attending military-sponsored functions, making appropriate financial and legal arrangements, and arranging for alternative childcare.

### **Military Caregiver Leave:**

A 2008 expansion of FMLA which allows an eligible employee who is the spouse, son, daughter, parent or next of kin of a covered service member with a serious injury or illness incurred in the line of duty to take up to 26 weeks of job-protected FMLA leave in a 12 month period to provide care to the service member.

### **American with Disabilities Act:**

An addition to the Civil Rights Act this bans discrimination against a person with a qualified disability, a limitation of at least one life function, either before they are hired or after they are employed. The employee must request the modifications or adjustments (reasonable accommodation) necessary to do the essential functions of their job.

Council 28 – Continuing Steward Ed/Navigating the Seas of Leave Laws: **Handout 5**

**REMINDER:** If you believe any of the laws have been violated, please contact your Council Rep.