



WFSE Know Your Rights Sick and Family Leave Terms

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.

Washington Paid Family Medical Leave

A 2017 WA state law that provides workers who worked a minimum of 820 hours in WA over the last year with paid medical and family leave including bonding and military leave. Within a year, qualified workers can take up to 12 weeks of medical or family leave or up to 18 weeks of combined medical and family leave.

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.

1250 hours in the past 12 months:

The amount of time employees must work at their employer in order to qualify for most protected leaves.

Intermittent Leave:

This is time off taken from work in separate blocks rather than one big chunk. It is often used for disabilities or chronic conditions that flare up occasionally or to care for a qualified family member.

Certification from a Health Care Provider:

This is required by the employer to verify a serious health condition or other qualifying leave event. It should be provided 30 days in advance when possible or as soon as practicable. The employer can request a second opinion at their own expense.

Serious Health Condition:

Examples include: an overnight stay in a hospital, an illness where the employee has missed three days of work and seen a health care professional twice in a 30-day period, a chronic disease, pregnancy or an non-chronic illness that requires multiple treatments.

American with Disabilities Act:

An addition to the Civil Rights Act this bans discrimination against a person with a qualified disability 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.

A Qualified Disability under ADA:

A physical or mental impairment that limits at least one major life activity like: walking, talking, learning, breathing, seeing or hearing.



WFSE Know Your Rights Resources

WFSE COVID Community Resources Website:

<https://www.wfse.org/coronavirus-covid-19-resources-community>

WFSE Find your Contract:

<https://www.wfse.org/all-contracts>

WA Workers Rights Manual:

<https://rightsatworkwa.org/>

Paid Leave Washington:

<https://paidleave.wa.gov/>

WA Immigrant Solidarity Network community resource hub:

<https://waisn.herokuapp.com/?>

WAISN hotline:

<https://www.waisn.org/> and call 1-844-724-3737

WSLC COVID resources:

<https://www.wslc.org/covid-19/>

Childcare:

<https://www.wslc.org/wp-content/uploads/2020/04/Child-Care-Aware-1.pdf>