

KINDRED HOSPITAL NURSES:

Learn about your sick and family medical leave rights

Washington Paid Sick Leave Law (WPSL)

What is WPSL?

Every employer is required by law to provide employees with 1 hour of paid sick leave for every 40 hours worked. Note: Part-time and per diem nurses get this too.

How does it work at First Hill?

For full-time nurses, this time is included in the PTO you earn and you may have additional PTO available for sick leave.

When can I use it?

You can use your accrued WPSL if you or your family member needs care for a mental or physical illness or injury or for diagnosis or preventative medical care.

When else can I use it?

You can use your accrued WPSL if your workplace or your child's school/place of care has been closed for public health reasons.

What if taking sick leave causes trouble for me at work?

It is illegal for an employer to discipline or retaliate against you for using your WPSL. You cannot be disciplined. The employer cannot count "occurrences." You are not required to find coverage for your shift. The point of this law is to protect employees who get sick.

For more information, see: <https://www.lni.wa.gov/workers-rights/leave/paid-sick-leave/>



WSNA members worked hard to win these rights for all workers in Washington. We are happy to discuss these rights with you. Please contact WSNA Nurse Representative **Michelle Moore** at **206-575-7979 x3019** or **MMoore@wsna.org**.

Washington Paid Family & Medical Leave Act (WPFMLA)

How is WPFMLA different than WPSL?

WPFMLA is for extended leaves caused by serious or ongoing medical conditions, family leave (including welcoming a new baby or child) or military family leave.

How else is WPFMLA different?

WPFMLA is not provided by the hospital. WPFMLA is provided by the State of Washington. You are currently paying a portion of the premiums.

How do I qualify?

You are eligible for WPFMLA benefits if you have worked 820 hours in the last year (about 16 hours per week).

How much time can I take?

In most cases, up to 12 weeks. You do not have to take the time all at once.

How do I make a claim?

You can apply for benefits as soon as you know you have a need. Go to: <https://paidleave.wa.gov/apply-now/>

What is the benefit?

You can receive up to 90% of your weekly pay up to a maximum of \$1,000 per week.

For more information, see: <https://paidleave.wa.gov/find-out-how-paid-leave-works/>

WASHINGTON STATE **NURSES** ASSOCIATION

