

ICSEW BILL ALERT

HB 1073

Expanding coverage of the
paid family and medical
leave program



<https://app.leg.wa.gov/billsummary?BillNumber=1073&Initiative=false&Year=2021>

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1.800.562.6000

Why does this bill matter to you?

Summary of Bill:

- **Coverage.** The eligibility threshold for benefits is modified from a minimum of 820 hours worked to a minimum of \$1,000 earned. The definition of "family member" is expanded to include anyone related by blood or affinity whose close association is the equivalent of a family member.
- **Job protection.** The applicability of the job protection provisions is expanded by removing the employer size and the employee hours worked thresholds, and by revising the employment length threshold from 12 months to 90 days.
- **Health benefits.** An employer must maintain existing health benefits during PFML leave for any employee covered by the PFML job protection provisions.

Also note there were changes to PFMLA. Check with your HR department for most up to date rules regarding using leave and also using PFMLA.

ICSEW Legislative and Policy Subcommittee is providing the following Bill Alert as a service to inform state employees of bills that may impact them. ICSEW asks that employees remember to share their opinion in an ethical way, on their own time, & using their own phone, computer, or device.

As state employees, we cannot use state time or resources to lobby for or against legislative proposals (RCW [42.52.160](#) and [42.52.180](#)). On your own time and using your own resources, let your voice be heard by:

Contacting your legislator directly by phone at the legislative hotline: 1-800-562-6000.

Finding their contact information: <http://app.leg.wa.gov/DistrictFinder/>

Commenting on a bill online. You can find out how: <https://app.leg.wa.gov/pbc/>