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NOTICE: New Military/Family Leaves

The Family Medical Leave Act (FMLA) and Washington Military Leave provisions have been amended to include new leave rights available for certain military related needs. The changes are as follows:

Increased Paid Military Leave The Washington law that provides paid military leave of absence for employees on active duty or active training duty has been increased from 15 to 21 days. Beginning June 12, 2008, qualified employees are eligible for an additional 6 days of paid military leave of absence each military year (October 1 through September 30).

Family Leave for Military Spouses New Washington law, effective June 12, 2008, provides that during a military conflict, an employee who is the spouse of a service member who has been notified of an impending call or order to active duty or who has been deployed is entitled to a total of 15 days of unpaid leave per deployment after the spouse has been notified and before deployment, or when the military spouse is on leave from deployment. Accrued paid leave which an employee is otherwise entitled to use may be substituted.

New FMLA Leave Entitlement – Military Caregiver Effective immediately, an FMLA eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered service member who is recovering from a serious illness or injury sustained in the line of duty on active duty is entitled to up to 26 weeks of leave in a single 12 month period to care for the service member. This military caregiver leave is combined and included as part of the 12 week total FMLA leave available to employees.

For further information on these types of leave, eligibility requirements, notice requirements, and applications, please contact the Human Resources Department at 253/798-7480.

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