

SPOKANE COUNTY FIRE DISTRICT 8

Standard Operating Procedures

10.07.02
WASHINGTON FAMILY
LEAVE ACT (WFLA)



Adopted: 12/20/16
Reviewed: 12/20/16
Revised: 00/00/00

Approved:

A handwritten signature in black ink, appearing to read "Tony Fisher".

Purpose: The WFLA provides certain additional leave benefits to eligible employees from that of FLMA. It is the purpose of this procedure to outline the WFLA and how it affects district employees regarding access, eligibility and entitlement.

References: Care of family members RCW 49.12.270
Family Leave RCW 49.78
Pregnancy, childbirth, and pregnancy related conditions. WAC 162-30-020
Federal Family Leave and Medical Leave Act of 1993 – USC 29.2912

Procedure:

1. Time Frame and Entitlement.
 - a) The WFLA largely mirrors the FMLA, with the same eligibility standards and entitlement to 12 weeks of leave for family and medical reasons. In most situations, WFLA provides the same leave entitlement as (and runs concurrently with) FMLA leave and employees should follow the procedures described above for both FMLA and WFLA leave.
2. WFLA differs from FMLA leave only in the following respects:
 - a) WFLA leave does not run concurrently with any leave taken for Pregnancy Disability leave; this affords an employee up to 12 weeks of additional time off to care for her newborn once she has recovered from the Pregnancy Disability.
 - b) Under the WFLA (but not the FMLA), an eligible employee may be entitled to up to 12 weeks of leave to care for the employee's registered domestic partner with a serious health condition.
 - c) The WFLA does not provide leave for military exigencies or for military caregivers. Where such military-related leave is taken under the FMLA, it will not count against the 12-week leave entitlement available under the WFLA.
 - d) Continuation of employer-paid health insurance is not required during WFLA leave. Thus, during leave that is covered only by WFLA and not FMLA, health insurance will not be automatically continued unless the employee elects continuation coverage at his/her expense.