

# Medical Leave Overview

## What reasons qualify for medical leave?

- Your own serious health condition
- Birth of a Child or Adoption/Fostering
- Care for a family member with a serious health condition
- Prenatal medical care or incapacity due to pregnancy
- Family member's military deployment (qualifying exigency leave)

## When should I apply for medical leave?

- If you have a medical related absences of more than five (5) consecutive working days.
- You should give at least 30 days' notice, if you know in advance of your need for a leave of absence. If you learn of your need for time off or a leave of absence less than 30 days ahead of time, request it as soon as you are able.
- Advanced notice more than 90 days prior to the anticipated start of a leave is not recommended. This could lead to multiple leave planning adjustments.

## What is Washington state PFML?

- Paid Family and Medical Leave (PFML) is a state-run program that provides paid time off for eligible employees.
- If I plan to use PFML do I still have to apply for leave with RSD? Yes, PFML may offer financial support during the time-off but leave coverage thru your employer offers your job and medical benefit protection.
- Do I have to use all my sick leave/vacation/personal time with the district before I can apply for PFML? No, while on leave employees can elect to use only their paid time or claim PFML benefits only. Please work with the RSD Leave Coordinator to determine how you want to use your paid time off.

## Other Leave Options?

- For the following leave reasons please submit your request through our Non-Medical Leave form:
  - Military leaves
  - Educational Leave
  - Domestic Violence Leave
  - Family Emergency Leave

