

Executive Summary: Health Impact Review of HB 1116

Implementing Family and Medical Leave Insurance (2017-2018 Legislative Session)

Evidence indicates that HB 1116 has potential to improve financial security; to improve maternal, child, and family health; and to decrease health disparities by income, educational attainment, and race/ethnicity.

BILL INFORMATION

Sponsors: Representatives Robinson, Doglio, Senn, Reeves, Gregerson, Frame, Lytton, Kagi, Stonier, Tarleton, Jinkins, Ortiz-Self, Ormsby, Macri, Riccelli, Tharinger, Appleton, Stanford, Peterson, McBride, Kloba, Kirby, Dolan, Hudgins, Wylie, Slatter, Santos, Pollet, Farrell, Bergquist, Goodman, Sells

Companion: [SB 5032](#)

Summary of Bill:

- Requires employers to annually provide 26 weeks of family and medical leave insurance to eligible employees for the birth or placement of a child, a family member's serious health condition, or for military exigency leave, plus 12 weeks for the employee's own serious health condition.
- Establishes that in order to be eligible for family and medical leave insurance an employee must work 340 hours during the qualifying year.
- Decreases the job protection tenure and minimum hour requirements from 12 months to 6 months and removes the minimum hour requirements.
- Provides that an employee's weekly benefit will be calculated as a percentage of their average weekly wage and includes a wage replacement schedule that allows lower wage employees to access a larger proportion of their weekly wages. The maximum weekly benefit amount will be one thousand dollars (adjusted annually to reflect 90% of the state average weekly wage).
- Requires employers to pay a premium to the family and medical leave insurance account based on the amount of the employee's wages. Each employer may deduct from the pay of each individual one-half of the full amount that the employer is required to pay for an individual.
- Requires the Employment Security Department to implement an outreach program (with information available in English and other primary languages as defined by [RCW 74.04.025](#)) to ensure that eligible individuals are aware of the benefits.

HEALTH IMPACT REVIEW

Summary of Findings:

This Health Impact Review found the following evidence regarding the provisions in HB 1116:

- Strong evidence that employees use paid family and medical leave benefits when needed.
- Very strong evidence that paid leave for the birth or placement of a child is associated with improved maternal and child health outcomes and increased parental involvement.
- Strong evidence that paid medical leave to care for a family member's serious health condition is associated with improved health outcomes for employees and their families.
- The relationship between employees taking leave for their own serious health condition and their health outcomes has not been well researched.
- The relationship between employees taking leave to deal with the exigencies arising out of the military service of a family member and the health outcomes of these employees and their families has not been well researched.
- Strong evidence that paid family and medical leave benefits improve financial security for eligible employees and their families.
- Very strong evidence that improved financial security is associated with improved health.
- Strong evidence that improved health outcomes for employees newly eligible for paid family and medical leave under HB 1116 would lead to decreased health disparities.

FULL REVIEW

For review methods, logic model, strength-of-evidence analyses, and citations of empirical evidence refer to the full Health Impact Review:

<http://sboh.wa.gov/Portals/7/Doc/HealthImpactReviews/HIR-2017-01-HB1116.pdf>

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