

# 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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