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Americans with Disabilities Act (ADA)	Washington Law Against Discrimination (WLAD)	Washington Paid Family & Medical Leave	Family Medical Leave Act (FMLA)	Washington Family Care Act (WFCA)	Pregnancy Disability Leave (PDL)	Washington Military Family Leave Act (WMFLA)	Domestic Violence Leave
15 or more Employees	8 or more Employees	n/a	50 or more employees	n/a	8 or more Employees	n/a	n/a
<p>ADA Definition of Disability: A physical or mental impairment that substantially affects one or more major life activities</p> <p>Major Life Activity: [i]includes “the operation of a major bodily function” which includes the following: immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine and reproductive functions.</p> <p>Qualified Individual with a disability: A person who can perform the essential functions of the job with or without Reasonable Accommodation</p> <p>Exception: “undue hardship” “direct threat to safety”</p>	<p>WLAD Definition of Disability: a) “Disability” means the presence of a sensory, mental, or physical impairment that: (i) Is medically cognizable or diagnosable; or (ii) Exists as a record or history; or (iii) Is perceived to exist whether or not it exists in fact.</p> <p>b) A disability exists whether it is temporary or permanent, common or uncommon, mitigated or unmitigated, or whether or not it limits the ability to work generally or work at a particular job.</p>	<p>Leave Period: Up to 16 weeks</p> <p>Employee must have worked 820 hours in prior year to qualify.</p> <ol style="list-style-type: none"> Up to 12 weeks of medical leave recovering from a serious health condition Up to 16 weeks of combined medical and family leave including pregnancy or child bonding Up to 18 weeks of combined medical and family leave if a condition during pregnancy results in incapacity. 	<p>Eligible Employee: those who have worked at least 1,250 hours during 12 month period prior to leave</p> <p>Leave period: Up to 12 Weeks</p> <p>Covers: 1. Birth of a child or placement of a child for adoption or foster care 2. Care for spouse, child, or parent with serious health condition 3. Employee’s own serious health condition</p>	<p>Eligible Employees: Any employee who is provided paid time off. Those employees may use paid time off to care for a sick family member</p> <ol style="list-style-type: none"> Family member with a serious health condition Child with a health condition requiring treatment or supervision including preventative health care Wife or daughter who is disabled because of pregnancy of childbirth 	<p>Eligible Employees: Those with pregnancy-related disability.</p> <p>Protected leave for entire duration of incapacity due to pregnancy or childbirth. Precise amount of leave often determined by healthcare provider.</p>	<p>Eligible Employees: those who work an average of 20 or more hours per week</p> <p>15 days of unpaid leave per “military deployment of a spouse”</p> <p>15 days run separately for WFLA but concurrently with FMLA “qualifying exigency” leave</p> <hr/> <p>Uniformed Services Employment and Reemployment Rights Act (USERRA) Provides uniformed service members who leave their civilian job for service the right to be reemployed upon return.</p> <p>No minimum number of employees</p>	<p>Eligible Employees: Those who are a victim of domestic violence, sexual assault or stalking or Employees who are family members of such victims.</p> <p>Purpose – to address legal financial and health care needs</p> <p>No minimum required hours worked</p> <p>Employer may ask for documentation for leave</p>