

# Baby Bonding Leave Guidelines

## Washington-Based Employees

Effective January 1, 2024

*Congratulations on your soon to be new family member! Premier offers additional Baby Bonding Leave to employees that have a new baby or child. The Baby Bonding Leave typically immediately follows their Maternity/Pregnancy Leave, and that's why we've developed the following guide to help set your expectations as to what will happen during a "typical" Baby Bonding leave process and the timing involved. Your leave of absence will be unique to you, but this guide will provide information that applies to most Baby Bonding leaves of absence.*

### Which employees are eligible?

All employees (including fathers employed) working continuously with Premier Talent Partners for a minimum of 12 months.

### When Your Leave Begins

Your leave can begin when you are no longer considered Disabled by your doctor, which in most cases is 6 weeks following your baby's birth. However, Baby Bonding Leave can be initiated at any time prior to the baby's first birthday.

### Specifics for Baby Bonding Leave

#### IMMEDIATELY FOLLOWING A PREGNANCY/MATERNITY LEAVE

- When you initiate your Maternity/Pregnancy Leave with WA PFML, please make sure to indicate If you would also like to take Baby Bonding Leave at the conclusion of your Disability.
- Because you live in WA, you are eligible to receive the WA Paid Family Leave ("PFL") benefits. PFML provides up to 12 weeks of paid leave (see the amounts that follow).

#### NOT IMMEDIATELY FOLLOWING PREGNANCY LEAVE, BUT PRIOR TO THE BABY'S FIRST BIRTHDAY

- Please report your request for Baby Bonding Leave 30-45 days prior to your expected departure date.
- Because you live in WA, you are eligible to receive the WA Paid Family Medical Leave ("PFML") benefits. The Total PFML time available is 18 weeks, if approved.

### Benefits While On Leave

Your benefits will remain unchanged for up to 4 months. Upon your return as an active employee, the normal employee portion of the benefits cost during your leave will be deducted from your pay checks upon your return. If your total leave time is more than 4 months, your benefits will be terminated and you will be offered COBRA.



## How You're Paid While on Baby Bonding Leave: Immediately Following Pregnancy Disability Leave

### FIRST DAY OF LEAVE:

The State of WA provides partial pay benefit (90%) up to \$1,456.00 per week.

- As a resident of Washington, you must apply for any state Paid Family Leave benefits that you may be eligible. The WA PFL benefits are approximately 90% of your weekly income, with a maximum weekly benefit amount of **\$1,456.00** per week.
- If you earn more than **\$122,806.84** per year you will not receive 100% of your income, as the benefit max is based on an annual salary of **\$122,806.84**.

### Applying for family leave is your responsibility:

1. Apply at the link below or call the state (833) 717-2273. <https://paidleave.wa.gov/apply-now/>

### Benefits that you receive from the State may be taxed.

**If you applied for SDI from United Healthcare, payments will be taxed.**

**YOU ARE NOT ELIGIBLE TO RECEIVE REIMBURSEMENTS, STIPENDS, BONUS OR COMMISSION PAYMENTS** while (on Leave) you are receiving disability payments, as they will reduce the amount of disability benefit that you may receive. Any bonus or commissions will be paid after your disability benefits end and you return to work.

### How You're Paid While on Baby Bonding Leave: *Immediately Following Pregnancy Disability Leave*

Time Period (Calendar Weeks)	Type of Leave	Compensation
Weeks 1-12	Baby Bonding Leave	WA PFML will pay up to the weekly benefit max of \$1,456.00.

**FMLA: Family and Medical Leave Act** is a federal law that provides job protection for up to 12 weeks. This Federal law is also only job protection, and not income replacement. Premier is in compliance with FMLA. For more information on FMLA, please visit <https://www.dol.gov/general/topic/benefits-leave/fmla>.

