

Washington expands State's PFML program, and update to City's PFML policy- September 2022

On March 30, 2022, Governor Inslee signed [Senate Bill 5649 \(SB 5649\)](#), which amended the state's Paid Family and Medical Leave (PFML) law. These amendments took effect on June 9, 2022, and the Employment Security Department (ESD) has recently completed their rulemaking process to adopt the new changes.

The amendments include: (1) a provision permitting bereavement leave for parents following the death of a child in certain limited circumstances; (2) designation of postnatal leave as medical leave for birth parents; (3) elimination of PFML exclusion for workers with a grandfathered CBA; and (4) a requirement that a list of employers with voluntary plans be published on ESD's website. More information on PFML updates can be read [here](#).

As a result of these changes, the City's PFML policy ([Policy #3.16](#)) has been updated to include the qualified event for family leave for the seven days following the loss of a child if you meet one of these requirements:

- You would have qualified for prenatal or postnatal medical leave for the birth of your child. [RCW 50A.05.010\(22\)\(a\)\(ii\)\(B\)](#).
- You would have qualified for family leave to bond with your child during the first 12 months after birth, or
- You had a child under the age of 18 placed in your home and qualified for bonding leave within the first 12 months of placement.

City of Tacoma Resources

Information pertaining to the PFML program that is specific to City employees is available on the [City's PFML resource website](#).

Questions?

Please direct your questions to the City's DLM Office at DLM@cityoftacoma.org or (253) 591-5452.