

## Sample Maternity Timeline Washington

**Birth Parent Absence Maternity and Bonding (Assumes natural delivery)**

Intact does not have a private plan for WA PFML benefits. Employees must apply through the state of Washington.

| Week 1  | Week 2  | Week 3 | Week 4 | Week 5 | Week 6 | Week 7   | Week 8 | Week 9 | Week 10 | Week 11 | Week 12 | Week 13 | Week 14 | Week 15 | Week 16 | Week 17 | Week 18 |
|---|---|--------|--------|--------|--------|--|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| <b>STD Elim Period</b>                              | Short -term disability (WA PFML taken as an offset) |        |        |        |        | Intact's 6 week PPL (should be offset by WAPFML) |        |        |         |         |         |         |         |         |         |         |         |
| <b>WA Elim Period</b>                               | WA Paid Medical Leave (disability period)           |        |        |        |        | WA Paid Bonding Leave (12 weeks)                 |        |        |         |         |         |         |         |         |         |         |         |
| <b>Family and Medical Leave Act (FMLA) (unpaid)</b> |   |        |        |        |        |  |        |        |         |         |         |         |         |         |         |         |         |

Weeks 1-12: FMLA (unpaid job protection) runs concurrently with:

Week 1: elimination Period for STD

Weeks 2 through 6: WA Paid Medical Leave and STD are paid

Weeks 7 through 18: WA Paid Family Leave are paid

**Contact Information:**  
 Employment Security  
 Department Washington State  
 Phone: 360-902-9500  
 Customer center team: 833-717-2273