

## Leave Eligibility Chart

The following chart indicates eligible family members under each protected leave

	<b>FMLA</b> <i>Family Medical Leave Act (federal)</i>	<b>WA PFML</b> <i>WA State Paid Family and Medical Leave</i>	<b>WFCA</b> <i>WA Family Care Act</i>	<b>WA SL</b> <i>WA Sick Leave</i>	<b>MFLA</b> <i>WA Military Family Leave Act</i>
<b>Self</b>	Yes	Yes	No	Yes	No
<b>Spouse</b>	Yes	Yes	Yes	Yes	Yes
<b>Domestic Partner</b>	No	Yes, if state registered	Yes, if state registered	Yes	Yes, if state registered
<b>Child</b>	Yes	Yes	Yes	Yes	No
<b>Spouse's Child</b>	Yes	Yes	Yes	Yes	No
<b>Domestic Partner's Child</b>	No	Yes, if state registered	Yes	Yes	No
<b>Employee's Grandchild</b>	No	Yes	No	Yes	No
<b>Employee's Grandparent</b>	No	Yes	Yes	Yes	No
<b>Employee's Parent</b>	Yes*	Yes	Yes	Yes	No
<b>Spouse's Parent</b>	No	Yes	Yes	Yes	No
<b>Domestic Partner's Parent</b>	No	Yes, if state registered	Yes	Yes	No
<b>Employee's "in loco parentis"***</b>	Yes	Yes	Yes	Yes	No
<b>Domestic partner's "in loco parentis"</b>	No	No	Yes	Yes	No
<b>Spouse's "in loco parentis"</b>	No	Yes	Yes	Yes	No
<b>Sibling</b>	No	Yes	No	Yes	No
<b>Next of kin</b>	Yes, if leave is for military service member	No	No	No	No

\*Includes biological, adoptive, step, foster

\*\*\*The meaning of *in loco parentis* is in the place of a parent. Some family members that are otherwise ineligible may be eligible if they meet the definition of in-loco-parentis.