



Washington employees Paid family and medical leave

As a Washington resident, you may be eligible for a state-run program, [Washington paid family and medical leave \(PFML\)](#). Both employees and employers are required to pay into the plan.

As allowed by Washington law, Lam has taken steps to save you money and provide you better benefits than the state provides.

What you need to know

Lam has created a paid family and medical leave (PFML) plan for Washington employees. Combined with Lam's short-term disability (STD) plan, Lam provides **benefits that are better overall** than the state-run program and **at a lower cost to you** than the state-run program.

- All Lam employees in Washington are enrolled automatically in the Lam Washington PFML plan and in the Lam STD plan. **You cannot opt out.**
- PFML benefits are coordinated with STD benefits. For the Lam STD plan, you pay 0.5% of the first \$159,000 of your pay each year (up to \$795). You do not pay anything additional for the Lam Washington PFML plan.
- For comparison, the Washington state plan would allow Lam to collect 0.81% of the first \$184,500 of your pay (up to \$1,489).

How family and medical leave works in Washington

Under the state requirements for the PFML plan, you can take up to 12 weeks of PFML in a 12-month period for these reasons:

- Family leave, which includes bonding after the birth or adoption of a child, time needed to care for a family member with a serious health condition, or time to spend with a family member who is a covered service member about to deploy overseas or who is returning from overseas deployment (military exigency)
- Medical leave, to care for yourself when you have a serious health condition and for prenatal and postnatal care

You can take up to seven days of PFML following the loss of a child for whom you would have been approved to take pregnancy or bonding leave.

You could be eligible for up to 16 weeks of combined medical and family leave if you have more than one qualifying event in the same claim year. This could include medical leave for pregnancy or to recover from giving birth, then family leave to bond with your baby.

You could be eligible for up to 18 weeks of combined medical and family leave if you experience a condition in pregnancy that results in incapacity, like being put on bed rest or having a C-section.

However, your Lam PFML and STD coverage enables you to take even longer paid leaves than you could with the state PFML plan.

New York Life coordinates your benefits

You will initiate your leave by contacting New York Life (NYL). Your NYL absence manager will advise you about the benefits you will receive. When you begin your leave, you may receive separate payments for Washington PFML and for STD, depending on your wages (see examples below).

Your Washington PFML benefits

NYL will manage the details of your leave and will provide your Washington PFML benefits, as defined by Washington regulations tied to the state average weekly wage (SAWW), which is \$1,830 in 2026.

- The weekly PFML benefit is calculated as:
 - 90% of the portion of your average weekly wage that is less than or equal to 50% of the SAWW (\$915 in 2026)
- *Plus:*
 - 50% of the portion of your average weekly wage that is more than 50% of the SAWW
- The maximum weekly benefit amount is \$1,647 in 2026.
- PFML benefits may be taxable in Washington.*

See the examples below for how this works.

Your STD benefits

NYL will provide additional STD benefits to top up your payments as needed to align with these amounts, per Lam's policies:

- **Medical leave:** When you can't work because of your own medical condition (including pregnancy), your STD payments will supplement your PFML payments, so you receive **75% of your base pay for up to 180 days**. Generally, these STD payments are not taxed.*
- **Family leave:** When you take time off to bond with a new baby or care for another family member, your STD payments will supplement your PFML payments, so you receive **100% of your base pay for up to 16 weeks**. Federal income tax will be withheld from your STD payments.*

When you contact NYL to initiate your leave, your absence manager can tell you more about the coordination of these payments.

*** Note**

There may be differences between how PFML payments and STD payments are taxed in Washington.

Examples

The following examples are based on this information:

- 2026 Washington state average weekly wage (SAWW): **\$1,830**
- 50% of the SAWW: **\$915**
- 90% of half the SAWW (\$915 x 90%): **\$824**

Example: Medical leave

Eric is a Lam employee in Washington who makes \$72,800 per year, or \$1,400 per week. His doctor certifies the need for a medical leave that lasts 20 weeks. His payments are generally not taxable.

Weeks 1–12		Payments
PFML per state formula	90% of half the state average weekly wage (SAWW) (\$915 x 90%)	\$824
PFML per state formula	50% of the amount of Eric’s weekly base pay that is above half the SAWW (\$485 x 50%)	\$243
PFML per state formula	Weekly payment	\$1,067
STD from Lam (through NYL)	None, since \$1,067 is more than 75% of Eric’s weekly base pay	\$0
	Weeks 1–12 weekly total	\$1,067
Weeks 13–20		
PFML per state formula	None, since state medical leave ends after 12 weeks	\$0
STD from Lam (through NYL)	75% of Eric’s weekly base pay (\$1,400 x 75%)	\$1,050
	Weeks 13–20 weekly total	\$1,050

Example: Family leave

Xiao is a Lam employee in Washington who makes \$88,400 per year, or \$1,700 per week. He takes 16 weeks of family leave to bond with his new daughter. His payments are generally taxable.

Weeks 1–12		Payments
PFML per state formula	90% of half the state average weekly wage (SAWW) (\$915 x 90%)	\$824
PFML per state formula	50% of the amount of Xiao’s weekly base pay that is above half the SAWW (\$785 x 50%)	\$393
PFML per state formula	Weekly payment	\$1,217
STD from Lam (through NYL)	The amount necessary to bring Xiao to 100% of his weekly base pay (\$1,700 – \$1,217)	\$483
	Weeks 1–12 weekly total	\$1,700
Weeks 13–16		
PFML per state formula	None, since state family leave ends after 12 weeks	\$0
STD from Lam (through NYL)	\$100% of Xiao’s weekly base pay	\$1,700
	Weeks 13–16 weekly total	\$1,700

Frequently asked questions

Why can't I opt out of Lam's STD plan in Washington?

Under the law, all employees in Washington must participate in the state's PFML plan or an employer plan.

Lam's PFML and STD plans work together to provide excellent benefits to Lam employees, and they save you money. The total amount you pay for both the Lam PFML plan and the Lam STD plan is less than you would have to pay for the Washington state PFML plan.

Could my costs increase in the future?

In 2026, Lam is paying all costs for the PFML plan, and you pay up to \$795 per year for the STD plan.

Under Washington law, Lam must provide Washington PFML benefits and can collect contributions from your pay, up to the state limits. In the future, Lam may deduct PFML contributions from your pay, but your combined contributions for STD and PFML will not be more than the amount required by the state plan.

Why are payments during a leave so complicated?

Washington created a specific structure for PFML payments, and Lam's plan must adhere to those requirements. However, Lam has chosen to provide a level of benefits that is higher for many employees, which is why our STD plan tops up the PFML payments, as needed, to equal the benefits Lam provides all U.S. employees.

NYL coordinates the payments, so you receive the full amount you're eligible for under Lam's STD plan.

How to request a leave of absence

If you plan to take a leave of absence, you should notify your supervisor at least one month prior to the leave (if foreseeable) or as soon as reasonably possible (when leave is not foreseeable).

After you've notified your supervisor and as soon as you know the start date for your leave, visit the NYL portal at myNYLGBS.com, and select **Employee Login**, then **Register here**. You can also call NYL at 855-710-1903.

Be prepared to supply the following information:

- Company name: Lam Research
- Employee ID or Social Security number
- Reason for your absence
- Expected start and end dates for your leave
- Your regular work schedule
- If your absence is related to illness or injury: the name, fax, and telephone number of the treating physician
- If you're caring for a qualified family member: their relationship to you

Learn more

Visit the state website for [Washington paid family and medical leave \(PFML\)](#).

Visit LamBenefits.com for more information about your pay and benefits when [taking a leave of absence](#).

If you have questions, contact NYL at 855-710-1903.