



<b>Effective Date</b>	The program became available to eligible workers on January 1, 2020.	
<b>Employee Eligibility</b>	Any employee who worked 820 hours during the qualifying period. Self-employed individuals, including sole-proprietors, independent contractors, or partners, may opt-in.	
<b>Covered Employers</b>	Nearly all Washington employers (regardless of size) are required to comply with the WA PFML requirements. Employers with less than 50 employees are not required to pay the employer portion of the premium to fund the program.	
<b>Contribution Rates &amp; Funding</b>	<p>Funded with the employer and employee payroll contributions. The amount of wages subject to premium assessment is capped at the maximum wages subject to Social Security tax (\$147,000 for 2022).</p> <p>Employers with 50 or more employees will contribute up to 26.78% of the premium, while the employee will contribute the remaining 73.22%. Employers may voluntarily elect to pay some or all the employee's share on their behalf. Employers with fewer than 50 employees are not required to make contributions to the premium but will be eligible for grant assistance if they elect to contribute voluntarily.</p>	
<b>Reasons for Leave</b>	<p><b>Paid Family Leave (PFL):</b></p> <ul style="list-style-type: none"> <li>To participate in providing care for the employee's family member, including physical or psychological care due to the family member's serious health condition. Effective July 25, 2022, employees may qualify for family leave if they're caring for someone who expects to rely on the employee for care whether they live together or not;</li> <li>To bond with the employee's child during the first 12 months after birth (or the first 12 months after placement of a child under the age of 18 with the employee); and</li> <li>For a qualifying exigency as permitted under the federal Family and Medical Leave Act (FMLA).</li> </ul>	<p><b>Paid Medical Leave (PML):</b></p> <ul style="list-style-type: none"> <li>An eligible employee can take paid medical leave due to the employee's own serious health condition.</li> <li>For purposes of WA PFML, a serious health condition is defined similarly to the <a href="#">FMLA's definition of a serious health condition</a>.</li> </ul>
<b>Weekly Benefits</b>	<p>Up to 90% of average weekly (AWW) up to the maximum weekly benefit, as follows:</p> <ul style="list-style-type: none"> <li>An employee whose AWW is 50% or less than the state AWW (SAWW) may receive 90% of his or her AWW</li> <li>An employee whose AWW is greater than 50% of SAWW may receive the sum of 90% of employee AWW up to 50% of the SAWW; plus 50% of the employee's AWW that is greater than 50% <ul style="list-style-type: none"> <li>In any case, the maximum weekly benefit for WA PFML is \$1,327 in 2022.</li> </ul> </li> </ul>	
<b>Timing of Benefits</b>	Eligible employees will begin receiving payment of WA PFML benefits following a seven-day waiting period, which begins the previous Sunday of the week when the employee takes leave. Benefits begin on the eighth day of leave. The waiting period does not apply to bonding or military exigency leaves. Employees may also receive a salary and paid time off if offered by the employer while receiving WA PFML benefits.	
<b>Maximum Leave Benefit</b>	<p>Provides the following leave amounts during a consecutive 52-week period:</p> <ul style="list-style-type: none"> <li>Family Leave (includes bonding leave and military family leave) up to 12 weeks</li> <li>Medical Leave up to 12 weeks</li> <li>Combined Family/Medical Leave up to 16 weeks (18 weeks if the employee experiences a serious health condition with a pregnancy that results in incapacity)</li> </ul>	
<b>Voluntary Plan</b>	<ul style="list-style-type: none"> <li><b>State-administered</b></li> <li><b>Voluntary Plan:</b> Must fully meet or exceed the state plan and be approved</li> </ul> <p>Important note regarding employee eligibility specific to voluntary plans: Employees must have worked 340 of the 820 hours with their current employer; those who have not met 340 hours with the employer will be covered by the state plan until the 340 hours are met. If previously covered under a voluntary plan with a previous employer, eligible immediately.</p>	
<b>Interacting with Other Laws</b>	Specifically prevents any localities from enacting any paid family or medical leave insurance program that alters or amends the requirements under the statewide law. Employers cannot require employees to use paid family and medical leave before or after other available paid or unpaid time off, such as paid sick days or vacation leave.	
<b>Additional Resources</b>	For more information, visit Washington State's Paid Family and Medical Leave <a href="#">website</a> .	