

# Washington Work and Family Coalition

Working together for working families



## Washington's New Paid Family and Medical Leave Program

**How it will work:** Washington's paid family and medical leave program will work like insurance. Workers and their employers will both pay a small premium to the state. Beginning January 1, 2020, workers will receive a benefit from the state when they need extended family or medical leave.

**Who is covered** – Everyone who worked at least 820 hours in the past year (including in multiple jobs) who needs:

**Family leave** – Up to 12 weeks in a year to care for a newborn or newly placed adopted or foster child or a family member with a serious health condition, or a family member's military deployment

**Medical leave** – Up to 12 weeks in a year for a worker's own serious health condition, with an addition 2 weeks for a complication related to pregnancy

**Total combined leave in a year = 16 weeks, or 18 weeks** with a pregnancy-related complication

**Premiums** will total 0.4% of pay, with workers paying 63% and employers 37%, beginning January 2019. **Benefits** will be 90% of usual wages for lower income workers and top off at \$1,000 per week. Examples:

Hourly Wage	Annual Earnings (at full-time)	Weekly Premiums		Benefit Level: % of Weekly Wage
		Worker	Employer	
\$13.50	\$28,000	\$1.36	\$0.80	90%
\$26	\$54,000	\$2.62	\$1.54	71%
\$40	\$83,000	\$4.03	\$2.37	63%

### Business assistance:

- Companies with fewer than 50 employees are not required to pay the employer share of premiums, but may choose to do so to be eligible for small business assistance funds. Their employees will pay the same as they would in a larger company and receive the same benefits.
- Companies with 150 or fewer employees that pay employer premiums may apply for \$3,000 to cover costs of training new replacement workers, or up to \$1,000 for other costs of covering work when someone is out on leave.
- Companies that temporarily hire replacement workers will not be charged higher unemployment insurance rates if that temporary worker later applies for unemployment.
- Companies may opt to provide their own benefits of equal length and at least equal financial compensation and apply for a waiver from the state program.
- Self-employed people and contracted workers may opt in for a 3-year minimum period.