

# Washington Paid Family & Medical Leave Program

Starting January 2019, Washington employees and many employers will begin investing in a statewide program that will provide paid leave to give or receive care.

## Here are a few of the program highlights:

- The program is mandatory.
- Nearly every Washington employee who works at least 820 hours a year qualifies for the program.
- Allows up to 12 weeks of paid leave, or up to 18 weeks in certain circumstances.
- Program management, including eligibility and leave payment, is managed by the Employment Security Department.
- Beginning 1/1/19, both employees and employers will be paying a premium based on gross wages paid. You will see the deductions on your paycheck listed below:
  - **1FLB** (Family Leave Benefit) - .1333% of gross salary, max deduction of \$177.16 per year
  - **1MLB** (Medical Leave Benefit) - .12% of gross salary, max deduction of \$159.48 per year
  - The ASD will also be paying into the State PFML insurance (salary) program.
- In 2020, you will be able to apply for leave when you experience a qualifying event and have been determined eligible for leave payment by the Employment Security Department.

## Using Paid Family and Medical Leave

Employees may use PFML leave benefits for:

- Bonding after the birth or placement of a child who is under the age of 18.
- The employee's or family member's serious health condition.
- Certain military connected events, including leave for short-notice deployments, urgent childcare related to military service and post-deployment activities.

## Helpful tools to help you understand this new benefit:

[Premium Calculator](#) – Enter your gross salary amount into this website to calculate your monthly contribution amount.

[Washington Paid Family & Medical Leave Program flyer](#)

[Keeping up-to-date with PFML](#)

[Information from Employment Security Department on PFML](#)

[FAQ for Employment Security Department on PFML](#)