

# Washington Paid Family & Medical Leave



## Effective Jan. 1, 2019

Most employers who employ workers in the state of Washington will be required to participate in the Washington Paid Family & Medical Leave Program (“PFML”). Premiums used to fund the program begin Jan. 1, 2019 and benefits become available to eligible employees Jan. 1, 2020. Waiver from the program is permitted in limited circumstances and must be approved by the state.

## Benefits

Premium payments to fund the program are shared by employer and employee. The 2019 rate is set at 0.4 percent of an employee’s gross wages, subject to the social security cap. Of that 0.4 percent, the employer is responsible for approximately 37 percent and the employee is responsible for the remaining approximately 63 percent, though the employer may elect to pay any part of the employee’s portion.



## Eligibility

Eligible employees are entitled to take leave under the program beginning Jan. 1, 2020.

Permissible reasons for leave are: when an employee welcomes a new child into their family, when an employee needs time off to care for their own or a family member’s serious illness or injury, or for certain military connected events.

*For more information on how Cast & Crew is assisting clients administer the program, please visit the Cast & Crew website [here](#). Additional information is also available on the Washington Employment Security Development website [here](#).*