

## New Paid Family & Medical Leave program

### What is Washington PFML?

PFML is a statewide insurance program that provides financial assistance for individuals to care for themselves or their qualified family members. You can apply for PFML for similar reasons you would qualify for leave under the Family Medical Leave Act (FMLA), such as a personal medical condition, caring for a qualified family member, bonding with a child after birth, adoption or foster care placement, and for certain military-related events.

### Learn more

Rulemaking is still taking place and scheduled throughout most of 2019. You can find a link to information and updates about the PFML program on the [City's Benefits web page](#). If you were unable to attend one of the Open Enrollment presentations in 2018, you can view a recording on the [PFML webpage](#). Presentations included information on PFML.

### Details about design and timing:

<b>Eligibility</b>	Individuals will need to work 820 hours for a Washington-based employer during the previous year to qualify for this benefit.
<b>Benefit</b>	This insurance program will allow up to 12 weeks replacement of wages but in some cases it could be 16-18 weeks. The amount of the benefit varies depending on the employee's weekly wage, median statewide incomes, and other factors.
<b>Cost</b>	The total premium is less than 0.4% of an employee's paycheck and is shared by the both the employee and their employer. As an example: If your annual salary is \$50,000, you will pay about \$2.40 per week or \$4.80 per pay period.
<b>What Happens in 2019</b>	Starting January 1, 2019, the City will begin deducting from eligible employees' paychecks their portion of the premium assessment by the state, which will be reflected in the pay advice received on January 11, 2019. Note: There will be some employees who will not be impacted in 2019 due to the timing of their last collective bargaining agreement. See the list provided below which reflects the employees who will begin paying the premium assessment this month.
<b>What Happens in 2020</b>	Starting January 1, 2020, qualified individuals will be able to apply for PFML benefits with the Washington State Employment Security Department.

If you have questions about the PFML program, please call Disability and Leaves Management in Human Resources at 253-591-5452.

### Employee Groups Included on 1/1/2019\* (RCW 50A applies)

Local 117 Teamsters Tacoma Venues & Events (TVE)  
Local 120 WSCCCE General  
Local 120 WSCCCE Library & Library Pages  
Local 160 IAM & AW Rail Yard Clerks, Mechanics and Track Workers  
Local 313 Teamsters  
Local 483 IBEW Click!  
Local 483 IBEW Human Resources  
Local 483 IBEW Tacoma Power  
Local 483 IBEW Water Pollution  
Local 6 Tacoma Police Union  
Local 26 Tacoma Police Management Association  
Local 31 Tacoma Fire Fighters Union  
Professional Public Safety Managers Association  
United Transportation Union – Yardmasters  
Brotherhood of Locomotive Engineers  
All Non Represented Employees

*\*This information is as of 1/1/19. Please refer to the PFML webpage for updates to this list throughout the year.*