

NEW PAID FAMILY AND MEDICAL LEAVE PROGRAM EFFECTIVE JANUARY 1

In 2017, the Washington State Legislature approved Paid Family & Medical Leave (PFML).

The program benefits begin January 1, 2020 with premiums paid by employees and employers beginning January 1, 2019. The program is administered by the Employment Security Department.

What is Washington Paid Family & Medical Leave (PFML)?

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

Learn More

Rulemaking is still taking place and is scheduled throughout most of 2019. The Human Resources Department has created a page on the City's Benefits website for Washington state's [PFML program](#). As more information becomes available, it will be placed on that page. Open Enrollment presentations in 2018 also provided information on PFML. For those who couldn't attend those, there is a recorded version of those presentations on that page. In the meantime, listed below are a few key pieces of currently available information related to the design and timing of PFML:

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Questions?

If you have questions on Washington state's new PFML program, please contact our Disability and Leave Management staff in the Human Resources Department at (253) 591-5452.



Eligibility	Individuals will need to work 820 hours for a Washington-based employer during the previous year to qualify for this benefit.
Benefit	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.
Cost	The total premium is less than 0.4 percent 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.
What Happens in 2019	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.
What Happens in 2020	Starting January 1, 2020, qualified individuals will be able to apply for PFML benefits with the Washington State Employment Security Department.