



Washington Paid Family & Medical Leave



Quick Facts About PFML for Employers of All Sizes

- In 2019, employers must begin collecting premiums for the program. In 2020, eligible employees will be able to begin to use leave benefits.
- Employers must report employee wages, hours worked and other information every quarter.
- Premiums are 0.4% of gross wages paid each quarter starting in 2019.
- Workers can take leave for qualifying events for up to 12 weeks generally, and up to 18 weeks under exceptional circumstances.
- Businesses with fewer than 50 employees are not required to pay the employer portion of the premium. However, they will be required to report employee hours and wages and collect the employee portion of the premium in 2019.

Reporting Wages and Hours

Employers will use [SecureAccess.wa.gov](https://secureaccess.wa.gov) to manage their user information and report data. The first required reporting will be for the first quarter of 2019 and must be reported by April 30, 2019.

Premium Due Dates

PFML premiums will be due the last day of the calendar month following the end of a quarter. ESD is requiring that PFML premiums be provided separately from unemployment insurance payments.

Visit PaidLeave.wa.gov/Employers for more information. Download the Washington Employment Security Department's helpful employer toolkit. Contact Ryan Makinster, Government Affairs Coordinator, at ryan@biaofclarkcounty.org or 360.694.0933 with questions.