

Washington **Paid Family & Medical Leave**

 **Employment Security Department**
WASHINGTON STATE

Paid Family and Medical Leave

April Amundson

Policy and Rules Manager

June 27, 2019



Molly Moon's Homemade Ice Cream

Agenda

Timeline

Implementation

Washington Paid Family and Medical Leave

Communication

Questions and discussion

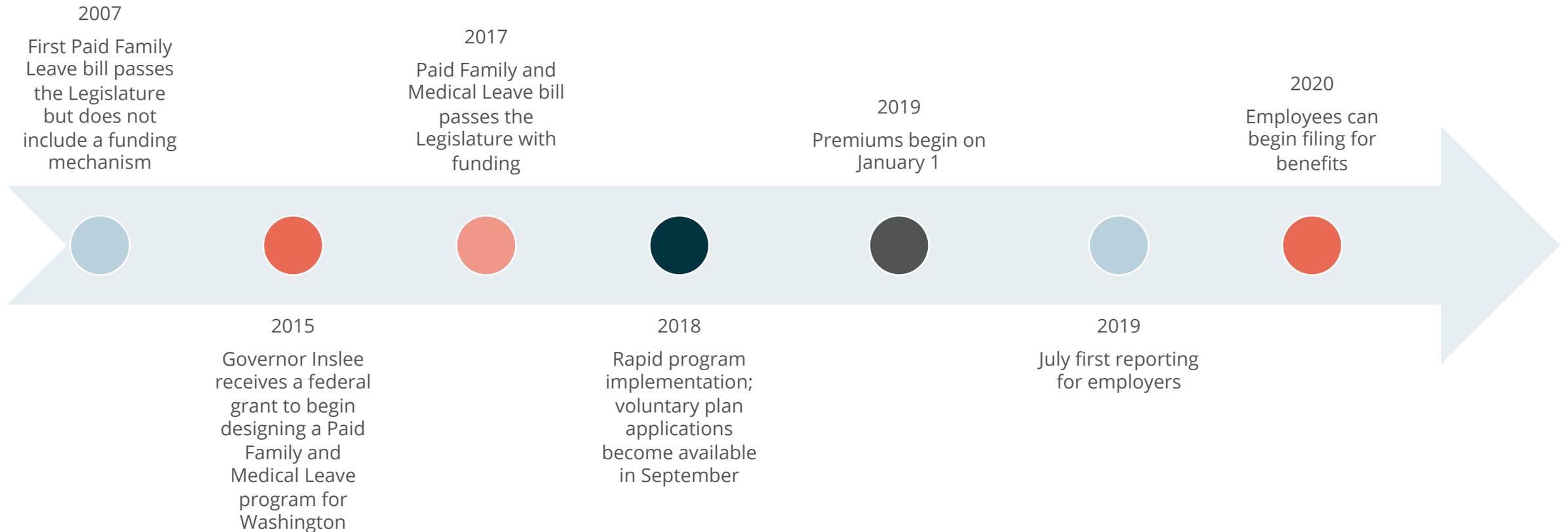
Mission

Provide an easily accessible benefit that helps employees and employers maintain economic stability and peace of mind in challenging times.

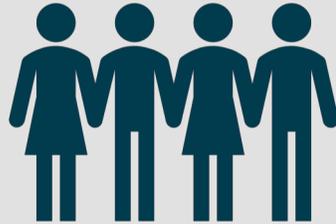
Vision

Washingtonians are able to take the time to care for themselves and the people they love.

Paid Family and Medical Leave timeline



Why Paid Family and Medical Leave matters



Helps reduce the gender pay gap.



Helps achieve better health outcomes for new parents, babies and the elderly.



Boosts employee retention and saves businesses money.

Premiums



Total Premium

0.4%

Gross Wages

Can be shared

Employee: 63.33%

Employer: 36.67%*

*Employers with **fewer than 50 employees** don't pay employer portion, but still have all other responsibilities.

Eligibility



820 hours

worked during the qualifying period.
Portable across employers.

20 Hours/week -> 41 Weeks
40 Hours/week -> 20.5 Weeks

Qualifying period is the first four of the last five completed calendar quarters, or the last four completed calendar quarters.

Leading the nation



Benefit to workers

- **High wage replacement:** Up to 90% of the usual wage while out on leave
- **Portable benefit:** Multiple jobs or switch jobs? The benefit goes with you.
- **Generous weeks of leave:** Up to 12 - 18 weeks of paid leave

Benefit to employers

- **Small business grants:** Help cover the cost of an employee out on leave
- **Voluntary plans:** Employers can operate their own program
- **Employee retention:** Workers don't have to leave their jobs when life happens





Qualifying events

Qualifying events can be either family or medical leave.



Caring for family members



Birth or placement of a child



Military exigency



Your own medical condition

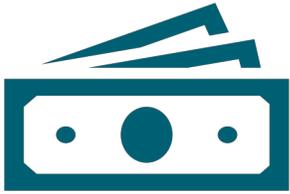
Weeks of Leave

- 12 weeks of Family OR Medical Leave.
- 16 weeks of Family AND Medical leave.
- Additional 2 weeks for complications related to a pregnancy.
- Total weeks available in a claim year.
- Minimum duration of leave is 8 continuous hours. 7 day waiting period in statute.



Benefits being addressed by
current phases of rulemaking.
Scheduled to end Summer 2019.

Weekly Wage Replacement



Normal Weekly Wage	Benefit Payment
\$500	\$450
\$750	\$672
\$1000	\$797
\$1500	\$1000

- Benefit payment paid by ESD directly to worker.
- Proportion of typical weekly wage.
- Minimum payment of \$100, maximum of \$1,000.
- Benefit formula set in statute.
- Online benefit calculator in development.

A whole new program – from the ground up



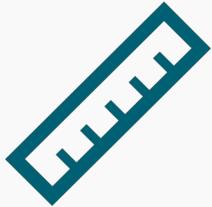
Operations & Care Team

- ✓ Establish a new operating division
- ✓ Establish a Customer Care Team
- ✓ Develop all standard operating procedures.



Technology

- ✓ Build out all necessary supporting technology for employer, employee, and internal customer facing service administration.



Rules & policies

- ✓ Promulgate WACs and program policies to implement the law



Outreach & communications

- ✓ Conduct outreach statewide to employers, third party administrators, accountants, employees and health care providers.



Finance & accounting

- ✓ Establish financial accounting procedures and secure banking relationships.

Employer support



“Paid Family and Medical Leave helps the employees, helps the business and it helps the community at large and it is something I am proud to be a part of.”

– *Jed Fowler, owner of H.D. Fowler, 12 locations across WA*



“It is important for my staff to have access to extended leave and medical leave. Paid Family and Medical Leave is a great new benefit for our state.”

– *Phuong Tran, owner of Lava Java in Ridgefield*

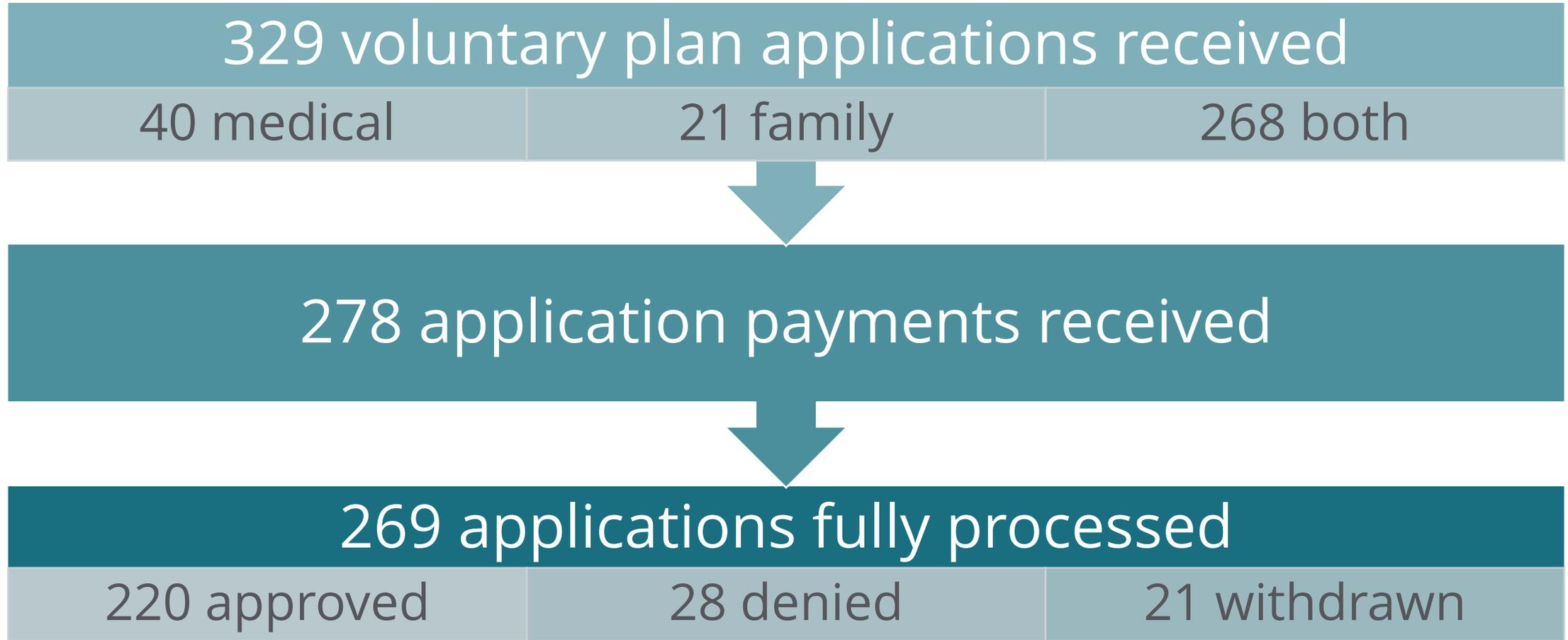


“Having the ability to take **time off** allows employees to **come back and be productive** knowing everything is taken care of.”

– *Carlos Rodriguez Vega, Grocery Outlet store owner in Vancouver*

Voluntary Plans

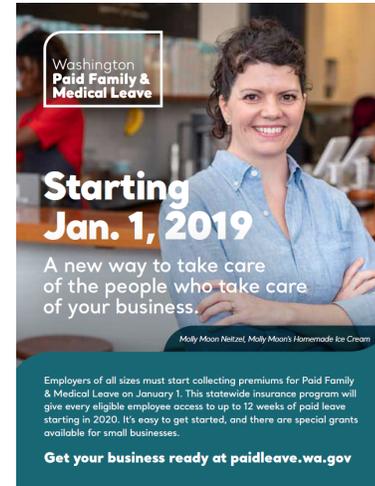
As of 17 April 2019



Communications

- Paid ads
- Outreach
- Direct communication
- Shareable tools

Over 88% of employers are familiar with Paid Family and Medical Leave



Questions?



paidleave.wa.gov



paidleave@esd.wa.gov



833-717-2273



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