What we will cover today

- Paid Family and Medical Leave timeline
- What is Paid Family and Medical Leave
- Qualifying events
- Serious health conditions
- Benefit: weeks of leave and benefit payment
- Employer responsibilities
- Where to learn more
Leading the Nation

This program is the fifth of its kind in the U.S. and was built to work for both employers and employees.

A shared benefit that gives every Washingtonian support when they can't be at work.

Our program offers a high rate of wage replacement for workers out on leave and financial help for small businesses.
Rollout timeline

July 1- Aug. 31
Employer report Q1 and Q2 reports

2019
Premium Collection Reporting Hours & Wages

2020
Benefits Available
Who does this apply to?

Workers & their employers in Washington
What is Paid Family and Medical Leave
Qualifying events

Medical leave

- Your own medical care

Family leave

- Care for a family member
- Birth or placement of a child
- Military exigency
Care for yourself
Time to recover from a serious health condition.

Could include:
• Getting treatment for cancer
• Recovery after an auto accident
• Treatment for substance abuse by a medical provider
• Inpatient mental illness

Similar concept as short-term disability.
Care for a family member

Bonding time in the first year after the birth or placement of a child under 18. Includes adoption and foster parents.

Care for a family member with a serious health condition.
Eligible for care in family leave?

Eligible

- Child (step)
- Grandchild
- Spouse/Domestic Partner
- Sibling (step)
- Parent (step, in-law)
  - Loco Parentis
  - Legal Guardian
  - De Facto Parent
- Grandparent (in-law)

Not eligible

- Godparents
- Aunts or Uncles
- Cousins
- Distant relatives
- Roommates
- Neighbors
- Coworkers
- Live-in non-family members
- Pets
Military exigencies

Statute references federal law related to military exigencies in FMLA.

Broadly related to deployments.

Employment hours and wages with federal government do not qualify for Paid Family and Medical Leave.
Premiums

Total Premium
0.4%
Gross Wages

Can be shared
Employee: 63.33%
Employer: 36.67%*
Premiums continued

Example

$50,000/year in wages
employee pays $10.50/month
employer pays $6.08/month*

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

8 sections to the definition of serious health condition in statute.

Generally includes chronic serious health conditions, mental health conditions, substance abuse treatment, and others.

Generally does not include common cold, flu, ear aches, upset stomach, minor ulcers, headaches other than migraines, cosmetic treatments that do not require inpatient care, and others.

Rulemaking is ongoing and could address this section.

“Serious health condition” means an illness, injury, impairment, or physical or mental condition that involves...

RCW 50A.04.010 (19a-h)

Validation provided by Dr to ESD.
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.
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 and 7 day waiting period in statute (except birth or placement of a child).

Benefits being addressed by current phases of rulemaking. Scheduled to end December 2019.
Weekly Wage Replacement

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.

<table>
<thead>
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<th>Normal Weekly Wage</th>
<th>Benefit Payment</th>
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Benefits process – early look

- End of claim
- Payment Issued
- Employee files claim with ESD
- Claim approved
- Report to ESD
Employer Responsibilities
Employer responsibilities

Collect Premiums
Start with the first paycheck in 2019.

Report Hours & Wages
Quarterly starting in 2019.

Employee Notification
Notification requirements will be posted before January 2020.
Notification to Employee

Workplace Poster
Available before January 2020, distributed by ESD.

Employee Notice
Similar to FMLA notice information, but entirely separate.
Reporting process

In Secure Access WA (SAW) add Paid Family and Medical Leave service
  • Available after July 1
  • Listed with other ESD services
  • Click link to Paid Family and Medical Leave

Set up employer or employer agent account
  • First user is administrator and can delegate access to other users
  • Agents can report on behalf of many employers

Report and pay
  • Upload CSV or key in manually
  • Pay by credit/debit card, ACH debit, or check with payment coupon

PaidLeave.wa.gov/reporting
Learn more

Employer webinar series
Paidleave.wa.gov/events

Employer Toolkit
Paidleave.wa.gov/employers
Contact Paid Family and Medical Leave

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