



Issue Date: December 20, 2018

Washington State Paid Family and Medical Leave

Reminder! Premiums for the new Washington State Paid Family and Medical Leave insurance begin on January 1, 2019!

Almost every Washington employer is required to participate in this new insurance program and their employees will be eligible to receive benefits beginning on January 1, 2020. To pay for these new benefits, the State will begin to collect premiums in 2019.

Starting in 2019, employers must:

- Report employee wages, hours, and more to the Washington State Employment Security Division
- Collect premiums from employee paychecks and remit them to the Employment Security Division
 - » The program is funded through a shared premium of 0.4% of employee wages, up to the social security maximum of \$132,500.
- Provide notice of the program to your employees

Reporting is required at the end of each quarter, with reports and premiums due at the end of the month following the quarter's end. For example, the first quarter's reports and premiums are due by April 30, 2019.

What do you need to do?

- January 1, 2019 – Begin payroll deductions for premiums and data collection for reporting
- April 1, 2019 – First quarter reporting and premium payment to the state (due by April 30)
- January 1, 2020 – Benefits begin

For detailed information about the program benefits, costs and requirements, go to <https://paidleave.wa.gov/files/Documents/2018.Employer.Toolkit.V1.1.pdf> to download the most current version of the State's Employer Toolkit. You can also access information by visiting the ESD website at <https://esd.wa.gov/paid-family-medical-leave/employers>. As always, your Parker, Smith & Feek consulting team is available to answer your questions and explore how this new program fits with your current paid leave programs, benefits and policies.

As always, should you have any questions, please contact your Parker, Smith & Feek Benefits Team. While every effort has been taken in compiling this information to ensure that its contents are totally accurate, neither the publisher nor the author can accept liability for any inaccuracies or changed circumstances of any information herein or for the consequences of any reliance placed upon it.

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