

e-Alert

11.18.21

Washington State Announces PFML Rates for 2022

Background

Washington state's [Paid Family & Medical \(PFML\)](#) program provides leave to employees who have worked a minimum of 820 hours during the qualifying period through an eligible employer(s). Washington PFML can be used when an employee is suffering from a serious medical condition that prevents them from working, for bonding with a new baby or child, or to care for a qualified family member suffering from a serious medical condition. The benefit and premium rates for Washington PFML will be updated on January 1, 2022.

Summary

Premium Rate

The premium rate will increase from 0.4% to 0.6% of an employee's annual earnings up to \$147,000, not including tips. Employers with 50 or more employees will contribute up to 26.78% of the premium, while the employee will contribute the remaining 73.22%. Employers may voluntarily elect to pay some or all the employee's share on their behalf. Employers with fewer than 50 employees are not required to make contributions to the premium, but will be eligible for grant assistance if they elect to contribute voluntarily.

Benefit Rate

The maximum weekly benefit rate will increase from \$1,206 in 2021 to \$1,327 in 2022.

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Employer Withholding

All applicable withholding payments should be made through the employer's filing of quarterly reports through [SecureAccess Washington](#) (SAW).

Employer Next Steps

- Employers should make sure their payroll records are updated to collect the adjusted contribution rates for both employees and employers (if applicable).
- Employers must notify employees about the PFML program by posting a notice or sending the notice to employees, you can access both a poster or a paystub insert [here](#).
- If you are a Full-Service or Virtual HR client and would like our assistance with updating your Washington PFML policy, please [email us](#).

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