

SAMPLE

UPDATES TO THE PAID FAMILY AND MEDICAL LEAVE PREMIUMS

Paid Family & Medical Leave benefits are an increasingly vital source of support for Washington workers. To keep pace with more people using the program, and as required by law, the premium rate will increase in 2023.

Premiums, collected from employees and employers through quarterly reporting, fund the Paid Leave program. By law, the Employment Security Department recalculates the Paid Leave premium rate annually on Sept. 30. The premium rate is adjusted based on contributions from premiums and benefits paid during the previous year.

STARTING JAN. 1, 2023:

- The total premium rate will be **0.8%** of employee's gross wages.
- Employers will pay **27.24%** of the total premium and employees will pay **72.76%**.
- Employers will continue to report each employee's total gross wages, not including tips, and collect premiums up to the Social Security cap (\$160,200 in 2023).
- Businesses classified by the Employment Security Department as having fewer than 50 employees are not required to pay the employer portion of the premium. **However, they must still collect the employee premium or pay the employees' premiums on their behalf.**

By signing below, I acknowledge that the employer has informed me of the new premium rate and that collection of this new rate will begin on January 1, 2023. I further understand and acknowledge that my wages are subject to the new premium and my employer is required, by state law, to collect the new premium from my paycheck.

Employee

Date