

What to know about Washington's PFML plans.

Employer Guide to Washington's PFML Plan Administration

Effective January 1, 2020, the state of Washington mandated Paid Family and Medical Leave (PFML) for nearly all employees in the state.

What are the PFML plan options?

Employers have the option to choose between a self-funded private plan or the state offered plan.

The Hartford can assist employers with existing disability/leave products when they choose to file self-funded private plan(s) with the state of Washington.

What circumstances does PFML in Washington state cover?

PFML can be a job-protected Paid Leave if an employee has any of the following circumstances and meets all the eligibility criteria:

- A serious health condition that requires time away from work
- Bonding with a newborn, adopted or foster care child during the first 12 months
- Care for a seriously ill family member
- Important needs related to a family member's military services
- Bereavement of a new child (newborn, adopted or foster)

How's Washington PFML funded?

The Washington PFML rate is 1.13% of a worker's annual wage with about **71% paid by employee and 29% paid by employer.**

Employers going through the state plan are responsible for taking any required payroll deductions and remitting to the state of Washington within the month following the end of the quarter.

Employers with an approved and effective private medical and family plan may withhold employee deductions within a trust to help fund claim payments. Approved private self-funded employer plans are expected to be in place for at least one year from the time benefits become payable.

Who's eligible?

Nearly every employee working in the state of Washington, with minimal exceptions, will be covered under this plan. The specifics of that coverage may be slightly different based on how many people a company employs:

- An employer with fewer than 50 employees working in the state of Washington isn't mandated to pay the employers portion of the contribution.
- Employees aren't entitled to job protection through their employer when fewer than 25 are employed.

Eligibility for PFML coverage is determined by an employee's work location. For example, an employee who works from home in the state of Washington is entitled to coverage, regardless of whether the employer has a physical location in the state.

State Plan vs. Private Plan for Washington PFML

	State Plan	Private Plan
Eligibility	820 hours worked in the state of WA.	820 hours worked in the state of WA and must have worked 340 hours for that private plan employer while in WA.
Job Protection (employers with > 25 employees)	180 calendar days worked for that employer.	180 calendar days worked in prior 12 months for that employer.
Exceptions	If an eligible employee with state plan coverage changes employers, the new employer with a private plan is responsible for notifying the state once that employee has worked 340 hours for them, when the employee becomes eligible under the private plan.	If an eligible employee transitioned from another employer's private plan, they're immediately eligible for payment under the new employer's private plan; it's unclear how the state will make the employer aware of this situation.
Benefit Payment	For claims which begin on 1/1/2026 or later: • If an employee's AWW* $\leq$ 50% of SAWW,** then 90% to a maximum of \$1,647 a week • If an employee's AWW > 50% SAWW, then 90% of one half of the SAWW; and 50% of the difference of the employee's AWW and 50% of SAWW up to \$1,647 a week	Same or better
Benefit Duration	• Up to 12 weeks paid family leave; • Up to 12 weeks paid medical leave (if applicable, +2 weeks for pregnancy complications with incapacitation); • No more than combined 16 weeks of family and medical (if applicable, +2 weeks for pregnancy complications with incapacitation in a 52-week period)	Same or better
Benefit Applicability	When applicable, an employee must first meet an elimination period of 7 consecutive calendar days per year (beginning the preceding Sunday from the start of leave); ongoing weekly requirement of at least 4 consecutive hours missed.	Same or better
Deductions	In 2026, 1.13% of gross employee wages, up to the Social Security maximum: • Employee is responsible for funding 71.43% of the deduction • Employer is responsible for funding no less than 28.57% • Employers with fewer than 50 employees aren't required to make an employer contribution	An employer in a private plan can only deduct up to the max deduction allowed under the state plan. But within the private plan, the employer is ultimately responsible for funding all claim payments regardless of how much they've collected in contributions.

* AWW = Average Weekly Wage **State Average Weekly Wage

The Hartford can help ensure compliance.

If you're planning to file a private plan with the state of Washington, we can review that for you and help ensure that it matches up with the state requirements. The Hartford offers administrative services for your approved self-funded medical and/or family leave private plans. Please contact your representative from The Hartford if you have any questions about this offering. We are here to help.

Experience The Hartford difference.

A personal commitment to customer service has helped The Hartford become a leading statutory benefits carrier. We take pride in our ability to meet your needs. And we'll make sure your disability plan and potential Leave administration experience is as easy and efficient as possible.

To learn more about PFML benefits in Washington, call your local rep from The Hartford or visit [**TheHartford.com/pfml-wa**](https://www.TheHartford.com/pfml-wa)



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