



## Washington - Leave Highlights

<p><b>What is the Update?</b></p>	<p><b>Washington Paid Family Medical Leave (PFML)</b></p> <p><b>Update (06/17/24, effective 01/01/25):</b> Washington has announced an increase in the state average annual wage, as well as maximum paid leave benefit amounts. The maximum weekly PFML benefit an employee can receive in 2025 is \$1,542 (the maximum weekly benefit in 2024 was \$1,456). This benefit rate is applicable for all claims on or after January 1, 2025.</p> <p>Additionally, new legislation regarding medical certification forms went into effect on June 6, 2024. Healthcare providers must now return completed certification within seven calendar days of receiving the request. Healthcare providers also cannot charge a fee for filling out a form, however, they can charge for the appointment. You can read the update <a href="#">here</a>.</p> <p><b>Update (10/24/24, effective 01/01/25):</b> The contribution rate for 2025 is 0.92% (up to the Social Security cap, \$176,100). Employers with 50 or more employees in the U.S. will be responsible for contributing 28.48%, with employees contributing the other 71.52%.</p> <p><b>Update (12/18/24, effective 01/01/25):</b> The Washington Paid Family and Medical Leave mandatory workplace poster for 2025 is now available and can be found <a href="#">here</a>. Please ensure to update your current posters as soon as possible prior to 01/01/25.</p> <p><b>Update (01/30/25, effective 02/16/25):</b> The ESD has filed and adopted CR-103, which amends rules to the WA PFML program effective February 16, 2025. Full details of the amendments can be found <a href="#">here</a>, and below are a few highlights:</p> <ul style="list-style-type: none"> <li>- Naturopathic physicians licensed under chapter 18.36A RCW will now be accepted and included in the definition of a healthcare provider</li> <li>- Repealed rules related to the pandemic leave assistance program as they have now expired</li> <li>- Clarifications around benefits such as backdating claims associated with good cause, late premium payments, and allowing verbal authorizations in certain situations at the department's discretion</li> </ul>
<p><b>Handbook/Policy Updates</b></p>	<p>N/A</p>
<p><b>Notice Requirements</b></p>	<p>The WA PFML poster must be displayed in the workplace. Find the current 2025 poster under "Download the mandatory poster," as well as the optional paystub insert <a href="#">here</a>.</p>
<p><b>Larkin Action</b></p>	<p>The Larkin Company will adjust offsets for any top-up (leave of absence pay) calculations or STD, accordingly, if we handle these services for you.</p>
<p><b>Further Company Considerations</b></p>	<p>Please be sure to adjust your contributions in line with the updates, effective 01/01/25. Additionally, please ensure as a company you are offsetting any salary continuation/company top-up pay aligned with the new maximum weekly benefit rate, effective 01/01/25.*</p> <p><b>*Claims that start in 2024 will be awarded 2024 benefit rates. Claims that begin on or after 01/01/25 will be eligible for the new maximum benefit rate.</b></p>
<p><b>Resources</b></p>	<p><a href="#">Your role and responsibilities.</a></p>

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