

Larkin	Washington - Leave Highlights
What is the Update?	<p>Washington Paid Family Medical Leave (PFML)</p> <p>Update (10/24/24, effective 01/01/25): 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>Update (12/18/24, effective 01/01/25): The Washington Paid Family and Medical Leave mandatory workplace poster for 2025 is now available and can be found here. Please ensure to update your current posters as soon as possible prior to 01/01/25.</p> <p>Update (01/30/25, effective 02/16/25): 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 here, and below are a few highlights:</p> <ul style="list-style-type: none"> - Naturopathic physicians licensed under chapter 18.36A RCW will now be accepted and included in the definition of a healthcare provider - Repealed rules related to the pandemic leave assistance program as they have now expired - Clarifications around benefits such as backdating claims associated with good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 <p>Update (06/09/25, effective 01/01/26): The Employment Security Department (ESD) has released the 2026 maximum weekly benefit amount for the Paid Family and Medical Leave (PFML) program. The amount is increasing from \$1,542 to \$1,647 per week for new claims filed on or after January 1, 2026. The contribution rates and changes to any materials (required poster, paycheck insert, employer toolkit) are typically released late in the year – we will share once available.</p>
Handbook/Policy Updates	N/A
Notice Requirements	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 here .
Larkin Action	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.
Further Company Considerations	<p>Please ensure as a company you are offsetting any salary continuation/company top-up pay aligned with the new maximum weekly benefit rate, effective 01/01/26*</p> <p><i>*Claims that start in 2025 will be awarded 2025 benefit rates. Claims that begin on or after 01/01/26 will be eligible for the new maximum benefit rate.</i></p>
Resources	Your role and responsibilities.

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