

Paid Family & Medical Leave

Paid Family and Medical Leave is a vital support for Washington workers and employers. People can use it when they have — or are caring for family who have — a serious health condition, and it's also available to support parents bonding with a child or experiencing certain military events. The state program pays benefits to people who meet eligibility criteria. To fund benefits, employers and employees pay a share of the annual premium rate. People must apply, and if approved, file weekly claims. Statute directs ESD's calculations for [benefit payments](#) and [premium rates](#).

Benefit payments

Weekly benefit amounts are based on wages earned during the qualifying period and the state's average weekly wage. Low-income earners receive up to 90% of their normal pay. In 2023, the maximum weekly benefit amount is \$1,427. *Web resource:* [How much money will I receive?](#)

Premium rates

The 2023 premium rate is 0.8%. Employers with 50 or more employees pay about 27% of the premium rate, while employees pay about 73%. Small businesses usually don't pay the employer share. Employers report wages to ESD and pay premiums every quarter. *Web resource:* [Premiums calculator](#).

Eligibility for benefits and how to apply

People need to apply for Paid leave benefits. They must experience a qualifying event and have enough hours of work in their qualifying period to be eligible. Learn more on our website:

- [Find out how Paid Leave works](#)
- [Family member definition](#)
- [Qualifying period definition](#)
- [Self-Employed elective coverage](#)
- [How to apply](#)
- [Help center](#)

Employer participation

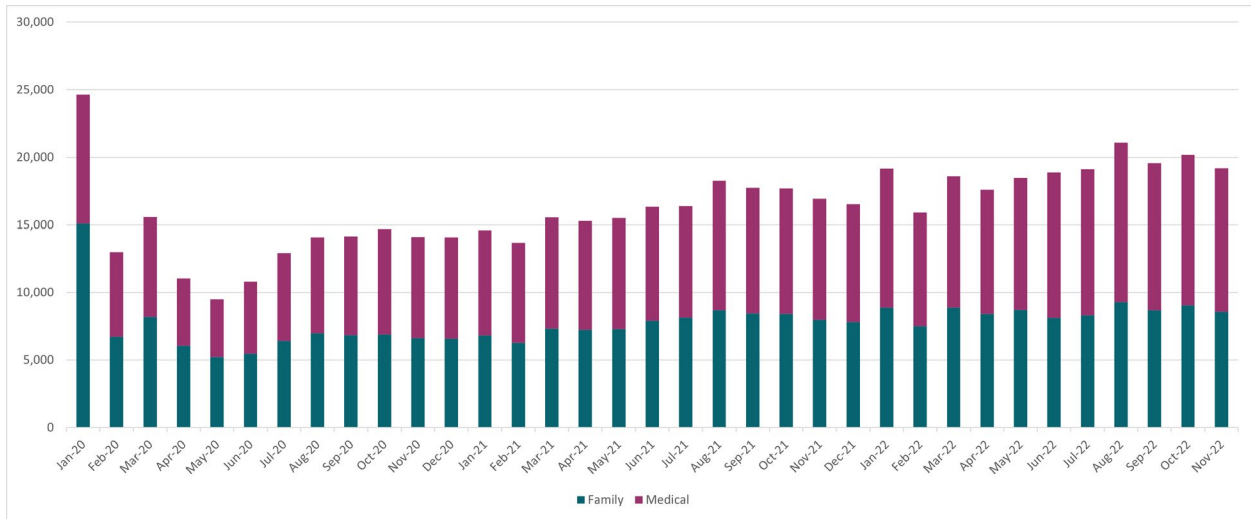
Most Washington employers must participate in paid family and medical leave. Many do this through the state's Paid Leave program, but approximately 280 employers offer benefits through voluntary plans. Employers must apply and get approval from ESD to run a voluntary plan. Learn more on our website:

- [Paid Leave coverage](#)
- [Employers and Paid Leave](#)
- [Voluntary plans](#)
- [Help center for employers](#)
- [Job protection](#)

Data and reporting

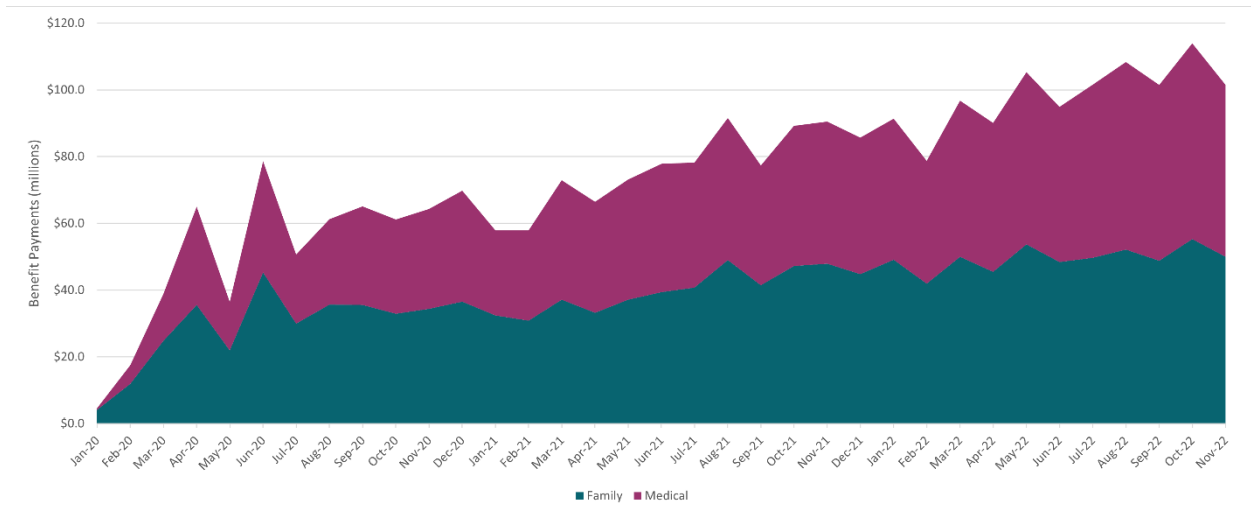
As of Nov. 30, the program had paid \$1,084,276,501 in benefits for the year of 2022. Of this amount, \$544,402,991 were for family leave and \$539,873,510 were for medical. Find detailed facts and figures in [Paid Leave's annual report for 2022](#).

Applications by type of leave, since program launch



Source: Employment Security Department

Benefit payments by type of leave, since program launch



Source: Employment Security Department

Contact

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