

WASHINGTON

Washington State Announces PFML Rates for 2022

Washington state's paid family and medical leave (PFML) [premium rate](#) will increase in 2022. However, the employer-paid portion of that rate will be a smaller percentage of the overall contribution than in 2021. The maximum weekly PFML [benefit](#) will also increase in 2022.

2022 Premium Rate

Starting Jan. 1, 2022, the premium rate will be 0.6% of each employee's gross wages, not including tips, up to the 2022 Social Security cap of \$147,000. This is an increase from the 2021 premium rate of 0.4% of wages up to \$142,800 (the 2021 Social Security cap).

Of the 0.6% contribution in 2022, employers with 50 or more employees will pay up to 26.78%, and employees will pay 73.22%. Previously, employees paid 63.33%, and employers paid the other 36.67%. Employers may pay some or all of the employees' share on their behalf if they choose.

Employers with **fewer than 50 employees** employed in the state are not required to pay the employer portion of premiums, but they are eligible for grant assistance if they do.

2022 Benefit Rate

The PFML maximum weekly benefit in 2022 will be \$1,327, up from \$1,206 in 2021.

Employer Withholding

Employers may either withhold employees' premiums from their paychecks or pay some or all of the premium on their employees' behalf. Employers must also pay the employer's share, if any. The payments are made quarterly, with the filing of employer reports, through [SecureAccess Washington](#).

Highlights

Premium Increase

The 2022 premium rate will increase from 0.4% to 0.6% of wages.

Contribution Split

In 2022, the employer share will be reduced to 26.78% of the premium, and the employee share will increase to 73.22%.

Maximum Weekly Benefit

The 2022 weekly benefit will be capped at \$1,327, increased from \$1,206.

Employers with under 50 employees opting to contribute to PFML are eligible for grant assistance.

Provided to you by **Puget Sound Benefit Services**

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