



PROPOSED STUDY QUESTIONS

Paid Family and Medical Leave Program

PFML program offers paid leave to public and private employees

Eligible employees can take up to 12 weeks of paid family or medical leave to:



Recover from a serious health condition.



Care for a family member.



Bond with a new baby or child.



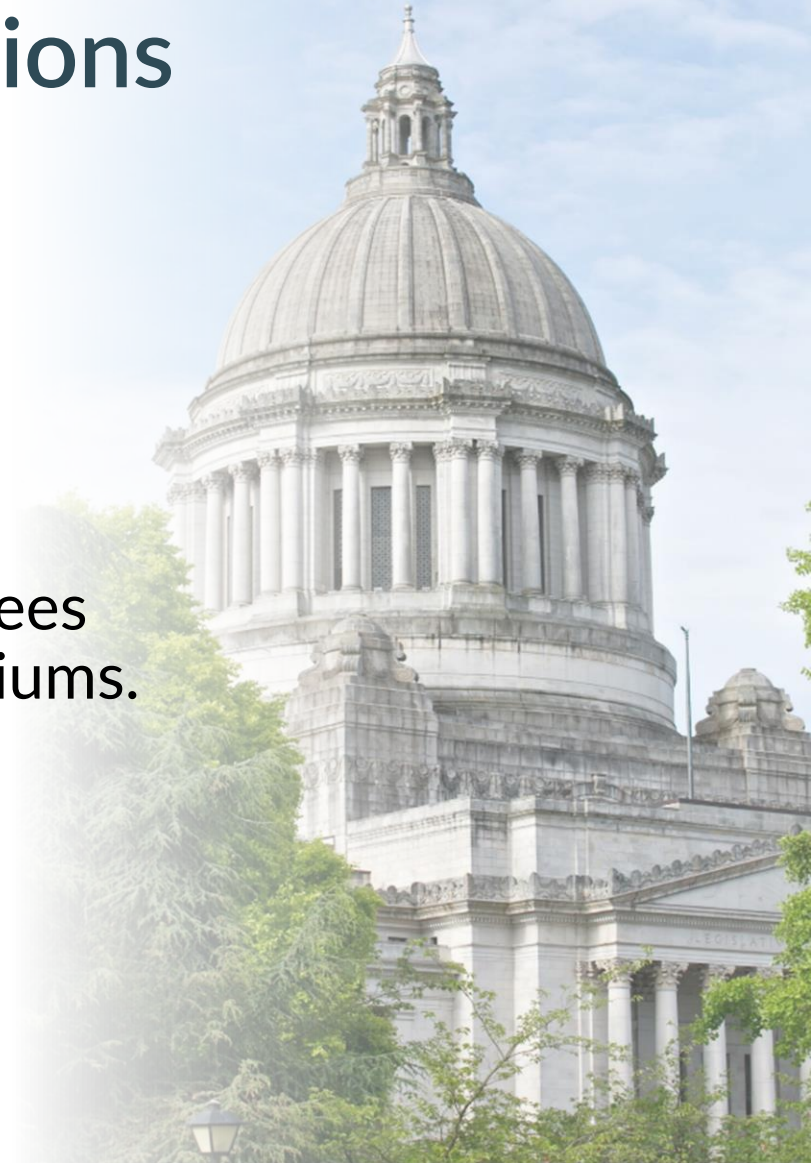
Take military family leave.

Program funded by employee and employer contributions

Administered by ESD.

Premium formula set in statute.

Employers with 50 or more employees are required to pay a share of premiums.



2022 Legislature mandated multiple reviews of PFML program

OFM/Milliman (2022)

Reviewed PFML
premium formula.

Legislative Task Force (2022)

Recommended changes to
premium formula (SSB 5286).

JLARC (2024)

Review ESD's
implementation of PFML.

Study will address 3 questions

- 1 | Are ESD's program administration and organizational structure consistent with statute and best practices?
 - a. Does ESD process applications in a timely, systematic, and equitable manner?
 - b. To what extent does program participation or experience vary by race or ethnicity?
 - c. How does ESD monitor and assess employer and employee compliance with requirements?
- 2 | Does ESD prepare and report PFML financial information in accordance with best practices?
- 3 | Does the PFML premium rate formula produce rates that meet statutory requirements?

Next Steps

Briefing Report

September 2023

Preliminary Report

October 2024

View the study questions:

www.leg.wa.gov/jlarc



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