Resources for Washington businesses
Gain important insights about SharedWork and the Paid Family and Medical Leave programs for a competitive workforce advantage!

Tuesday, February 15, 2022
1:30 PM - 2:30 PM
SharedWork and Paid Family and Medical Leave

Welcome
• Scale labor force week-by-week.
• Improve workplace morale and employee loyalty.
• Avoid high costs associated with employee turnover.
• Retrain and retain skilled workforce.

For Employers

For Employees

• Job stability.
• Collect benefits without having to search for work.
• Continue receiving health insurance, retirement contributions and other benefits.

SharedWork Benefits

“The certainty of being able to work some portion of hours and maintain health insurance and other benefits has saved lives, families, helped prevent unfortunate mental health outcomes, reduced strain on kids, has provided a peace of mind in the most tense and uncertain year in recent memory.”
Michele Evermore, Senior Policy Advisor
U.S. Department of Labor

Enroll today
SharedWorkWA.com

Employer Line: 800-752-2500 option 3
Email: sharedworkplansect@esd.wa.gov

For Families

For Communities
Ryna’s remodeling company temporarily closed because of COVID-19. Prior to closing, she employed 20 individuals for a standard workweek of 40 hours. In April 2021, they partially reopen by bringing back all 20 individuals at a reduced workweek of 30 hours.

In lieu of layoffs. Ryna has enough work (600 hours) for 15 full-time employees. The employer is able to avert the continued layoff of 5 full-time employees by bringing back all 20 employees for a reduced workweek.

Reduced workweek. The employer reduced the workweek from 40 hours to 30 hours, which is a reduction of 25 percent and permissible under federal law, actually anywhere from 10-50% is acceptable reduction each week with SharedWork.

Summary. The 20 returning employees would each receive 75 percent of their wages from their employer, while also remaining eligible for 25 percent of their respective weekly benefit amounts under SharedWork.
Bringing employees back on SharedWork

<table>
<thead>
<tr>
<th></th>
<th>Unemployment only, no work</th>
<th>Work without SharedWork</th>
<th>SharedWork plan with 25% reduction</th>
<th>SharedWork plan for part-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average weekly earnings</td>
<td>$800 $20 x 40 hrs</td>
<td>$800 $20 x 40 hrs</td>
<td>$800 $20 x 40 hrs</td>
<td>$576 $18 x 32 hrs</td>
</tr>
<tr>
<td>Usual hours worked</td>
<td>0</td>
<td>40</td>
<td>40</td>
<td>32</td>
</tr>
<tr>
<td>SharedWork hours</td>
<td>0</td>
<td>0</td>
<td>30</td>
<td>24</td>
</tr>
<tr>
<td>Weekly Benefit</td>
<td>$481</td>
<td>$0</td>
<td>$120</td>
<td>$101</td>
</tr>
<tr>
<td>Weekly Wage</td>
<td>0</td>
<td>$800</td>
<td>$600</td>
<td>$432</td>
</tr>
<tr>
<td>Total</td>
<td>$481</td>
<td>$800</td>
<td>$720</td>
<td>$533</td>
</tr>
</tbody>
</table>
How It Works

1. Sign in to eServices with a Secure Access Washington (SAW) account.
   If you established a SAW account for WorkSourceWA.com or another state service, you can use that same user name and password.

2. The employer calls 800 752-2500 option 3 to check business eligibility.

3. The employer assigns a SharedWork representative and submits an Employer Plan Application and a Participant List.

4. Once the employer plan is approved, each participant submits an Employee Application.

5. The employee files weekly claim by eServices or telephone, whether their hours are reduced or not.

The employee receives earned wages and share of unemployment insurance benefits.

Sign in to eServices with a Secure Access Washington (SAW) account. If you established a SAW account for WorkSourceWA.com or another state service, you can use that same user name and password.
SharedWork Requirements

Employer Requirements for SharedWork:
1. Must be a legally registered business in Washington state.
2. Must have an ESD (Employment Security) number.
3. Must have at least two permanent employees, who are not corporate officers, affected by a reduction in hours and wages.
4. Continue to provide same benefits to employees.

Employee Requirements for SharedWork:
1. Employee must qualify for a valid claim. (680 hours)
2. All permanent employees may participate in SharedWork.
3. Be able and available for all scheduled hours by SharedWork employer.
“Client care has ebbed and flowed based on the pandemic, and Shared Work has given us the flexibility to take care of our staff, while saving payroll when there isn’t enough work – (as a non-profit, this is especially important!)”

Michael LaTour, Associate Director

“I think SharedWork is a great signal to your people:- come back to work, get back to work, and here, sign up for SharedWork! It could be a great tool in building up your team and moving forward as you try to figure out the next few years of being short [on] workers, and how to retain the great ones you have.”

Anthony Anton, President and CEO

“Our employees are thankful we used it, and happy they do not have to draw full unemployment. There are so many advantages to SharedWork. We do not know what the future will bring. Get approved for SharedWork!”

Erica Baldridge, Director of Human Resources

“To keep our morale up, wanting to do what felt like the right thing for our employees ... was not just to pick five or ten of our newest employees and let them go because of the pandemic ... and so SharedWork saved us!”

Erica Baldridge, Director of Human Resources
Contact SharedWork

Employers can verify their eligibility in minutes and get answers by calling 800-752-2500 and choosing Option 3.

**800-752-2500**

8am to 4pm, Monday through Friday

Option 1 – Claims
Option 2 – Existing Plans
Option 3 – New Plan Inquiry
Option 4 – I was asked to call sharedworkplansect@esd.wa.gov

More ways to learn about SharedWork

1) **Watch a commercial:** [https://youtu.be/apAuffybRrrY](https://youtu.be/apAuffybRrrY)
2) **Attend a virtual event** The SharedWork program will be hosting many regional and statewide webinars for employers in Washington. [esd.wa.gov/SharedWork/events](esd.wa.gov/SharedWork/events)
3) **Weekly Q&A webinar** The SharedWork program will be hosting weekly webinars through the year end to help businesses get informed.

Weekly Wednesday 8:15 am - 9am
SharedWork Q&A sessions for businesses
Click here to register for the webinar on any Wednesday
Contacts

SharedWork – 800-752-2500 choose option 3
sharedworkplansect@esd.wa.gov

Leigh Rowley: leigh.Rowley@esd.wa.gov
Stephen Brediger: stephen.Brediger@esd.wa.gov
Rafael Colón: rafael.colon@esd.wa.gov

Paid Leave – 833-717-2273
Paidleave.wa.gov
paidleave@esd.wa.gov
Thank you!
Paid Family and Medical Leave
Jason Barrett
Lead Policy Analyst
Leave and Care Division
Employment Security Department
jason.barrett@esd.wa.gov
What is Paid Family and Medical Leave
What is Paid Family and Medical Leave?

Paid leave from work to care for yourself or a family member.

You apply directly with the state, not your employer.

Benefit is paid directly to you, not through your employer.

Your employer cannot prevent you from using Paid Family and Medical Leave.
Two-part eligibility

**Hours worked**
- 820 hours in the qualifying period (about the last year*).
- At one employer or cumulatively.

**Qualifying event**
- Serious health condition (your own or a family member’s).
- Birth or placement.
- Military events.

*See slide on HB 1073 for temporary expansion of qualifying period*
Weeks of leave in a claim year

12 weeks*
Medical OR family leave.

16 weeks*
Combined medical and family leave.

18 weeks*
Combined medical and family leave + two weeks for pregnancy/birth complications

* “Weeks” = typical workweeks
Privacy and notifications

• Employers will receive these notifications:
  • First notice: From employee when applicable
  • Second notice: When an employee files a claim
  • Third notice: When ESD approves/denies claim

• Leave duration, benefit amount and other information may be protected by privacy requirements of the law.
  • Nothing restricts an employer from asking their employee for this information.
What has changed in PFML over the last year?
Premium rate calculation for 2022

• Includes trust fund balance and wages reported in prior fiscal year

<table>
<thead>
<tr>
<th>22F Trust Fund Balance</th>
<th>$221,549,805.01</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages reported in prior FY</td>
<td>$238,265,112,074.23</td>
</tr>
</tbody>
</table>

Ratio expressed as a percentage

<table>
<thead>
<tr>
<th>Fund Balance Ratio</th>
<th>Premium Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>0% - .09%</td>
<td>0.60%</td>
</tr>
<tr>
<td>.1% - .19%</td>
<td>0.50%</td>
</tr>
<tr>
<td>.2% - .29%</td>
<td>0.40%</td>
</tr>
<tr>
<td>.3% - .39%</td>
<td>0.30%</td>
</tr>
<tr>
<td>.4% - .49%</td>
<td>0.20%</td>
</tr>
<tr>
<td>.5% or greater</td>
<td>0.10%</td>
</tr>
</tbody>
</table>
Variable family-medical split -- begins in 2022

• Premium split is proportional to family vs medical claims volumes
  • Claims paid = leave claims with at least one payment in the prior fiscal year

• Employee / Employer share varies based on Family / Medical split
  • Employer's fund 55% of medical and employees fund 45% of medical and 100% of family

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Family Leave</td>
</tr>
<tr>
<td></td>
<td>(1/3)</td>
</tr>
<tr>
<td></td>
<td>Medical Leave</td>
</tr>
<tr>
<td></td>
<td>(2/3)</td>
</tr>
<tr>
<td></td>
<td>63% Employee</td>
</tr>
<tr>
<td></td>
<td>37% Employer</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Family Leave</td>
</tr>
<tr>
<td></td>
<td>(51%)</td>
</tr>
<tr>
<td></td>
<td>Medical Leave</td>
</tr>
<tr>
<td></td>
<td>(49%)</td>
</tr>
<tr>
<td></td>
<td>73% Employee</td>
</tr>
<tr>
<td></td>
<td>27% Employer</td>
</tr>
</tbody>
</table>
Calculating premiums

• Standard Premiums
  • Step 1: Total Premium = Gross Wages x 0.006
  • Step 2: Maximum Employee Share = Total Premium x 0.7322
    Minimum Employer Share = Total Premium x 0.2678

• Voluntary Plans – Family Only
  • Step 1: Total Premium = Gross Wages x 0.006
  • Step 2: Maximum Employee Share = Total Premium x 0.5131

• Voluntary Plans – Medical Only
  • Step 1: Total Premium = Gross Wages x 0.006
  • Step 2: Maximum Employee Share = Total Premium x 0.2191
HB 1073 (2021) – COVID qualifying periods

• Temporarily adds two additional qualifying periods for employees whose lack of hours is attributable to COVID.
  • Q1-Q4, 2020; or
  • Q2-Q4, 2020 and Q1, 2021

• Available for employees whose claim year starts between January 1, 2021 and March 31, 2022.

• Reimbursed with federal funding

• Employees covered by a voluntary plan can apply to the state for these claims.
SB 5097 (2021) - Family redefined

- Child (step, in-law)
- Grandchild
- Spouse/Domestic Partner
- Sibling (step)
- Parent (step, in-law)
- Loco Parentis
- Legal Guardian
- De Facto Parent
- Grandparent (in-law)

Any individual who regularly resides in the employee's home or where the relationship creates an expectation that the employee care for the person, and that individual depends on the employee for care*

*Implemented by SB 5097 in 2021 legislative session
Small Business Grants

$3,000
Grants if you hire a temporary employee to replace an employee on leave for more than seven days.

Up to $1,000
Grants for significant additional wage-connected costs.

Who is eligible?
- Employers with between 50-150 employees.
- Employers with between 1-49 employees who elect to pay the employer share of premiums.
PFML by the numbers
How many applications have we received?
How long does it take to process a PFML claim?
On January 27, Governor Inslee signed two bills passed by the Legislature making key improvements to WA Cares Fund. These reforms will address coverage gaps and delay program implementation by 18 months. Two key changes include:

- **Workers will begin contributing to the fund in July 2023. Employers will refund any premiums collected in 2022 so far.**

- **Workers who live out of state and work in Washington, military spouses, workers on non-immigrant visas, and certain veterans with disabilities will be able to opt out of the program if they choose.**
Contact us

833-717-2273  paidleave@esd.wa.gov  paidleave.wa.gov
Open Mic – Q&A
Resources for Washington businesses

Gain important insights from a diverse, statewide panel of business leaders who utilize SharedWork for a competitive workforce advantage!

Wednesday, March 9, 2022
11:50 AM - 12:55 PM
SharedWork industry panel

Next webinar