

ICSEW BILL ALERT

Bill #1959

Changes to Paid Family & Medical Leave requirements for Small Employers



<https://apps.leg.wa.gov/bills/summary/?BillNumber=1959&Year=2024&Initiative=false>

Legislative Hotline:
1.800.562.6000

Summary of bill and impact on Washington:

If passed, effective January 1, 2025, this bill will:

1. Amend RCW 50A.10.030 and 2023 c 166 s1 to remove the exemption that says that employers with fewer than 50 employees need not pay any portion of the premium for the Paid Family and Medical Leave (PFML) Program.
2. Amend RCW 50A.24.010. Businesses with 150 or fewer employees may still apply for small business assistance grants to offset costs associated with family and medical leave. However, businesses with 50 or fewer employees are no longer eligible for grants for paying their employee's premiums.

ICSEW Legislative and Policy Subcommittee is providing the following Bill Alert as a service to inform state employees of bills that may impact them. ICSEW asks that employees remember to share their opinion in an ethical way, on their own time, & using their own phone, computer, or device.

As state employees, we cannot use state time or resources to lobby for or against legislative proposals (RCW [42.52.160](#) and [42.52.180](#)). On your own time and using your own resources, let your voice be heard by:

Contacting your legislator directly by phone at the legislative hotline: 1-800-562-6000.

Finding their contact information: <http://app.leg.wa.gov/DistrictFinder/>

Commenting on a bill online. You can find out how: <https://app.leg.wa.gov/pbc/>