

# PAID FAMILY AND MEDICAL LEAVE

## How do I calculate the weekly benefit?

The weekly benefit is calculated by the Employment Security Department when an applicant files a claim. This document is meant to be a guide for estimating the benefit. **Employers are not required to calculate this benefit.**

### Step 1 Calculate employee's average weekly wage

The employee's average weekly wage is the employee's total wages paid during the two highest paid calendar quarters during the qualifying period, divided by 26, rounded down to the nearest whole dollar.

The qualifying period is the first four of the last five completed calendar quarters or, if eligibility is not established, the last four completed calendar quarters immediately preceding the application for leave.

### Step 2 Over/Under $\frac{1}{2}$ state average weekly wage

Determine if employee's average weekly wage is over  $\frac{1}{2}$  State average weekly wage. The State average weekly wage is \$1,190\*, and  $\frac{1}{2}$  of that is \$595.



\* State averages are calculated annually.  
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### Step 3: Calculate weekly benefit (2 categories)

#### 1. If employee average weekly wage is LESS THAN $\frac{1}{2}$ state average weekly wage:

If the employee makes less than half of the state's average weekly wage (\$595\*), the weekly benefit is equal to 90% of the employee's average weekly wage, rounded down to the nearest dollar with a minimum of \$100.

#### 2. If employee average weekly wage is MORE THAN $\frac{1}{2}$ state average weekly wage:

If the employee makes more than half of the state's average weekly wage, there are two numbers to calculate, Part A and Part B.

To calculate Part A, take 90% of the employee's average weekly wage, capped at half of the state's average weekly wage.

To calculate the Part B, take 50% of the employee's average weekly wage that is above  $\frac{1}{2}$  state average weekly wage.

The sum of Part A and Part B, rounded down to the nearest dollar with a cap of \$1,000, is the employee's weekly benefit.

Over for examples →

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## Weekly benefit calculation examples

### Example 1

An employee's average weekly wage is \$400. Since this amount is less than half of the state's average weekly wage (\$595), the employee receives 90% of their weekly wage.

The weekly benefit in Example 1 is **\$360**.

### Example 2

An employee's average weekly wage is \$950. Since this number is more than half of the state's average weekly wage (\$595), calculate Part A and Part B, then add them together.

Part A is equal to 90% of the employee's total average weekly wage with a cap of half the state's average weekly wage. 90% of \$950 is \$855. Since \$855 is higher than \$595, Part A is \$595.

Part B is equal to 50% of the amount of the employee's average weekly wage that is higher than half the state's average weekly wage. The amount of the employee's average weekly wage that is higher than half the state's average weekly wage is \$355 ( $\$950 - \$595$ ). 50% of this amount makes the Part B \$177.50.

Add the two numbers together. The weekly benefit in Example 2 is **\$772**.



### Example 3

An employee's average weekly wage is \$2,100. Since this number is more than half of the state's average weekly wage, calculate the Part A and Part B, then add them together.

The Part A is equal to 90% of the employee's total average weekly wage with a cap of half the state's average weekly wage. 90% of \$2,100 is \$1,890. Since \$1,890 is higher than \$595, the Part A is \$595.

The Part B is equal to 50% of the amount of the employee's average weekly wage that is higher than half the state's average weekly wage. The amount of the employee's average weekly wage that is higher than half the state's average weekly wage is \$1,533.50 ( $\$2,100 - \$595$ ). 50% of this amount makes the Part B \$752.50.

The weekly benefit in Example 3 is **\$1,000**, since the sum of Part A and Part B is \$1,333.25, which is greater than the maximum benefit amount of \$1,000.



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