PROTECT WASHINGTON'S PAID FAMILY & MEDICAL LEAVE PROGRAM IN 2027

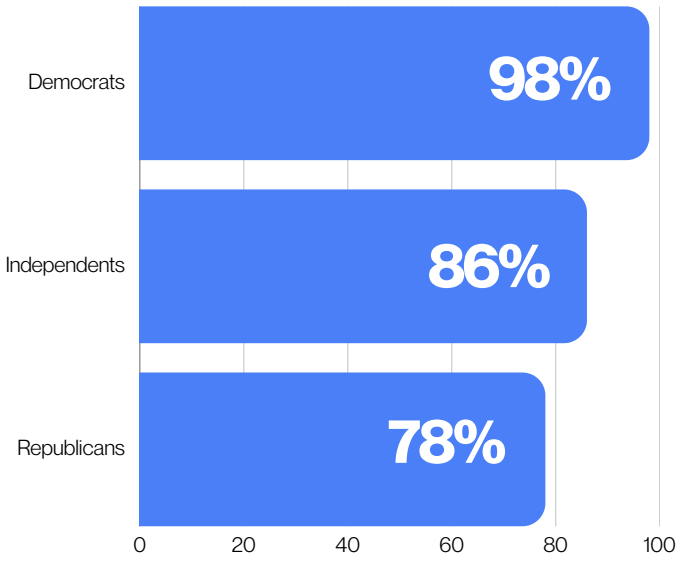
Paid Family & Medical Leave has been a lifeline for hundreds of thousands of working families since 2020.

It allows workers to take paid leave to

- welcome a new child;
- care for a family member;
- and recover from a serious illness without missing a paycheck.

The program is also a **boon for small businesses**, which historically could not afford to offer benefits like this.

PFML is popular across the political spectrum, and remains one of Washington's most beloved programs. **1 in 3 Washingtonians have used the program or know someone who has.**



Percent of survey respondents who support PFML (Dec. 2025)

2027 LEGISLATION

SAFEGUARD PFML SOLVENCY

If lawmakers do not take action in 2027, the PFML program will run out of funds to pay benefits in the next few years.

Key policy options for program solvency:

- Raise the upper salary threshold to increase equity
- Increase the cap on premium rates to generate sustainable benefit funding
- Introduce new mechanisms to temper inflationary pressures on the program and reduce costs