**Effective Rates: 2019**

*For employers with 25 or more employees*

|  |  |  |
| --- | --- | --- |
| **Family Leave Contribution** | **Medical Leave Contribution** | **Total Contribution Amount** |
| **.13%** | **.62%** | **.75%** |

On October 1, 2019, contributions to the Department of Family and Medical Leave (DFML) Employment Security Trust Fund will begin. An employer will be responsible for sending contributions to the DFML for all employees.

Currently, the total contribution amount is 00.75% of wages. Of that 00.75% total contribution amount, there is a split: 17.3% is a family leave contribution and 82.7% is a medical leave contribution.

Under the law, employers are responsible for a minimum of 60% of the medical leave contribution (.372% of wages), but are permitted to deduct from employees’ wages up to 40% of the medical leave contribution (.248% of wages) and up to 100% of the family leave contribution (.13% of wages).

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| **Medical Leave** | Total Required Contribution: .62% |
|  |  |  | will contribute | **\_\_\_%** | of the medical leave contribution |
|  | (Employer Name) | and the remaining  | **\_\_\_%** | will be deducted from your earnings |

|  |  |
| --- | --- |
| **Family Leave** | Total Required Contribution: .13% |
|  |  |  | will contribute | **\_\_\_%** | of the family leave contribution |
|  | (Employer Name) | and the remaining  | **\_\_\_%** | will be deducted from your earnings |