

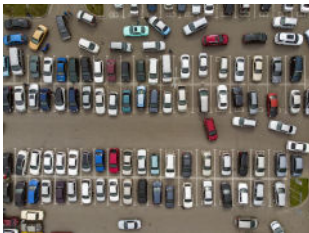


EMPLOYER  
**SOLUTIONS**  
LAW

Labor & Industries Matters	WISHA/DOSH	Workers' Compensation
Employment Law	Training	EEOC/ESD Cases



**FREE WEBINAR NEXT WEDNESDAY  
NOV. 13TH**



**WEBINAR:**  
*In or Out of the Course of Employment*  
**Tuesday, September 17th**  
**11am-12pm**  
*with Brian Padgett*

One critical aspect of workers' compensation coverage is determining whether an employee's injury or illness occurred "in the course of employment." This determination can impact whether a Worker's Compensation claim will be allowed by the Department of Labor and Industries.

Email Anne for Access

Webinar Flyer

**INDUSTRY NEWS**



**Stay at Work & Preferred Worker  
Employer Reimbursements to  
Greatly Increase in 2025**

The Washington State Legislature passed House Bill 2127, which increases the maximum amounts an employer may be reimbursed by the Stay at Work Program and the Preferred Worker Program. These programs provide financial incentives to employers when they help injured workers return to approved work within their

restrictions. The department has proposed rule amendments to implement this bill. There will be a Public Hearing on Nov. 12 to take comments from the public about the proposed amendments.

**The increased limits will apply to L&I claims with a date of injury on or after Jan. 1, 2025.** For claims with injury dates prior to Jan. 1, 2025, the current limits\* will continue to apply.

Stay at Work Program	Date of injury prior to 1/1/2025	Date of injury on or after 1/1/2025
50% of the worker's wages	Up to 66 working days (max \$10,000)	Up to 120 working days (max \$25,000)
Tools and Equipment	Up to \$2,500	Up to \$5,000
Training	Up to \$1,000	Up to \$2,000
Clothing	Up to \$400	Up to \$1,000

Preferred Worker Program	Date of injury prior to 1/1/2025	Date of injury on or after 1/1/2025
50% of the worker's wages	Up to 66 working days (max \$10,000)	Up to 120 working days (max \$25,000)
Tools and Equipment	Up to \$2,500	Up to \$5,000
Clothing	Up to \$400	Up to \$1,000
Continuous Employment Incentive (CEI)	10% of the worker's wages for the first 12 months (max \$10,000)	\$25,000

\*Limits are per claim.

\*Limits are per worker certification period.

## SIGN UP FOR A WEBINAR

Plan to join us for a webinar in January to learn how the 2025 changes will apply. Choose from any of the following dates and times:

Stay at Work Program:

- Thursday, Jan. 9 at 10 a.m.
- Wednesday, Jan. 22 at 1 p.m.
- Thursday, Jan. 30 at 10 a.m.

Stay at Work & How to Apply for Reimbursement

- Tuesday, Jan. 14 at 1 p.m.
- Thursday, Jan. 23 at 10 a.m.

Preferred Worker Program

- Wednesday, Jan. 8 at 1 p.m.
- Thursday, Jan. 16 at 10 a.m.
- Wednesday, Jan. 29 at 1 p.m.

Return to Work Incentives

- Tuesday, Jan. 7 at 10 a.m.
- Wednesday, Jan. 15 at 7 a.m.
- Tuesday, Jan. 28 at 4:30 p.m.

Click on any of the links above to sign up for the session you want to attend, or visit our webinar calendar at [lmi.wa.gov/Training](https://lmi.wa.gov/Training).

Who should attend? Washington State Fund employers, vocational rehabilitation counselors, and third party administrators.

Dept. of Labor & Industries Trainings



## CHANGES COMING JAN. 1 2025

### MINIMUM WAGE INCREASE

The 2025 Minimum Wage in the State of Washington will be **\$16.66 per hour starting Jan. 1, 2025**. Cities can set minimum wages higher than the state. Seattle, SeaTac, Tukwila, Renton, Bellingham, and Burien all will have higher wages in 2025.

- **Seattle : \$20.76/hr.**

Starting January 1, 2025, all employers, regardless of schedule size, will be required to pay the same minimum wage. Small employers will no longer be able to count tip and/or payments toward an employee's medical benefit plan toward an employee's minimum compensation requirements under Seattle's Minimum Wage Ordinance.

- **SeaTac :**

Oct. 1, 2024 City of SeaTac announced a minimum wage of \$20.17 for hospitality and transportation industry employers.

- **Tukwila:**

Large employer = \$21.10 / Mid-size employer = \$20.10 as of Jan. 1, 2025 and \$21.10 as of July 1, 2025.

- **Renton:**

Large employer = \$20.90 / Mid-size employer = \$18.90 as of Jan. 1, 2025 and \$19.90 as of July 1, 2025.

- **Bellingham :**

Jan. 1, 2025 the city minimum wage will be \$1.00 above the Washington State minimum wage (\$17.66 per hour). On May 1, 2025, the city minimum wage shall be set at \$2.00 (\$18.66 per hour) above the Washington State minimum wage set under Chapter 49.46 RCW, and every year thereafter.

- **Burien:**

Burien City Council passed Ordinance No. 855 on October 28, 2024.

**"Level 1 employer"** means all employers, including franchisees, that employ more than 500 FTEs in King County or franchisors who employ more than 500 FTEs in the aggregate. Effective January 1, 2025 at 12:01 a.m., Level 1 employers shall pay each employee an hourly minimum wage of at least **\$4.50 (\$21.16 per hour) over the Washington State hourly minimum wage.**

**"Level 2 employer"** means all employers, including franchisees, that employ 21 – 499 FTEs in King County. Effective July 1, 2025 at 12:01 a.m., Level 2 employers shall pay each employee an hourly minimum wage of at least **\$3.50 (\$20.16 per hour) over the Washington State hourly minimum wage.**

**"Level 3 employer"** means all employers with 20 or fewer FTEs. Employers



with 20 or fewer FTEs are exempt from this ordinance (\$16.66 per hour).

Seattle

SeaTac

Tukwila

Renton

Bellingham

Burien

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## PAID FAMILY & MEDICAL LEAVE PREMIUMS INCREASE

from Washington State Employment Security Department

**Paid Family and Medical Leave premium rates are changing starting Jan. 1, 2025.**

Premiums, collected from employees and employers through quarterly reporting, fund the Paid Leave program. By law, we recalculate the Paid Leave premium rate annually in October. We adjust the premium rate based on premiums contributed and benefits paid during the previous year.

### Starting Jan. 1, 2025:

- **The premium rate will increase to 0.92%.**
- Employers will pay 28.48% of the total premium and employees will pay 71.52%.
- Businesses classified by the Employment Security Department as having fewer than 50 employees for the 2025 calendar year are not required to pay the employer portion of the premium. However, you must still collect the employee premium or pay employees' premiums on their behalf.

### Next steps for employers

- Notify your employees the new rate applies to wages paid on or after Jan. 1, 2025. We will update the employer toolkit, mandatory poster and paystub insert in early November. These resources are available on the Employer Roles and Responsibilities page at <https://paidleave.wa.gov/employer-roles-responsibilities>.
- On Jan. 1, 2025, start collecting the new premium rate each pay period from your employees' total gross wages, not including tips. Once an employee meets the Social Security cap, you need to stop collecting premiums but continue to report their wages. The Social Security cap for the 2025 calendar year will increase to \$176,100.
- First quarter premiums using the new rate are due by the end of April 2025. Remember: You cannot retroactively withhold premiums from employees.



Now Accepting: Speaker Proposals -  
Sponsors/Exhibitors - Registrations

This Annual Symposium provides one of the most sought after events for attendees to learn the profession's best practices focusing on Safety, Health & Environmental Issues. The Symposium is attended by over 300+ attendees annually and features an Exhibition of over 30+ Sponsors and Vendors. The event features a keynote speaker and 12 breakout sessions with three concurrent tracks running throughout the day. You do not have to be an ASSP member to attend.

[ASSP PNW Safety Symposium Details Here](#)

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