



## WA CARES BASICS: What Businesses Need to Know

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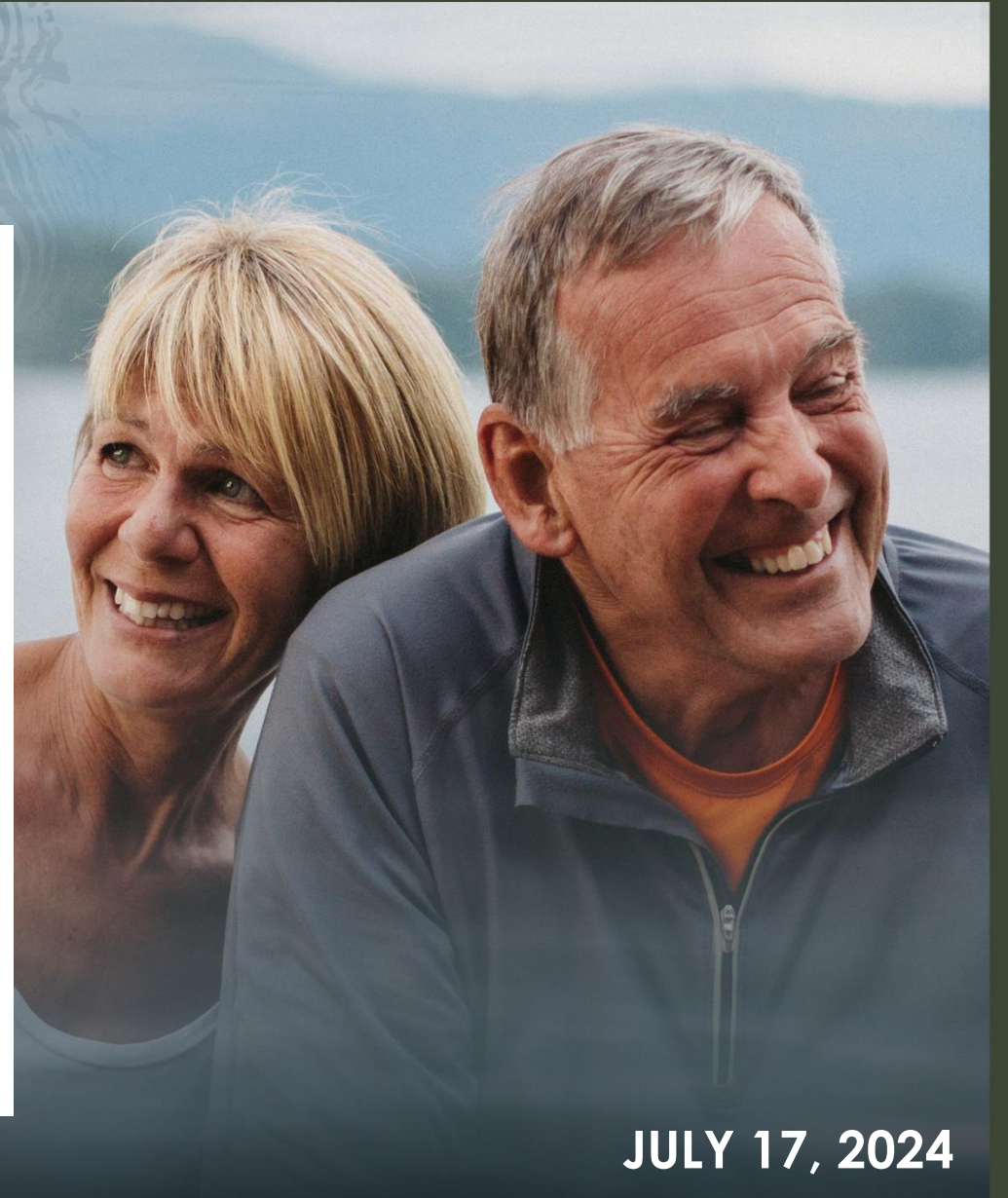
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Get slides and recording at [wacaresfund.wa.gov/webinars](https://wacaresfund.wa.gov/webinars)

# Defining long-term care and caregiving



help with activities  
of daily living  
like bathing, eating & dressing



**not medical care**

like doctor visits & treatment for  
medical conditions



paid care from a  
**professional**



help from a  
**family member**  
or friend, often unpaid

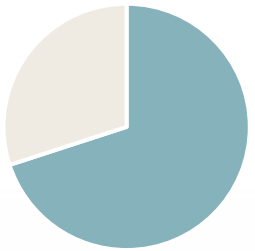


services & supports provided  
**in your own home**



care provided  
**in a residential setting**  
like a nursing home or assisted living

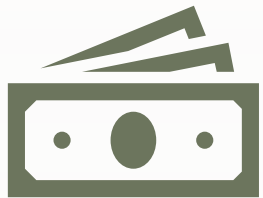
# Long-term care is predictable and expensive



**70% of us**  
will need long-term care<sup>2</sup>



**not covered**  
by health insurance or Medicare



**\$35,880/year**  
for 20 hours of home care  
per week<sup>3</sup>



Only covered by Medicaid  
once savings are spent down to  
**\$2,000**

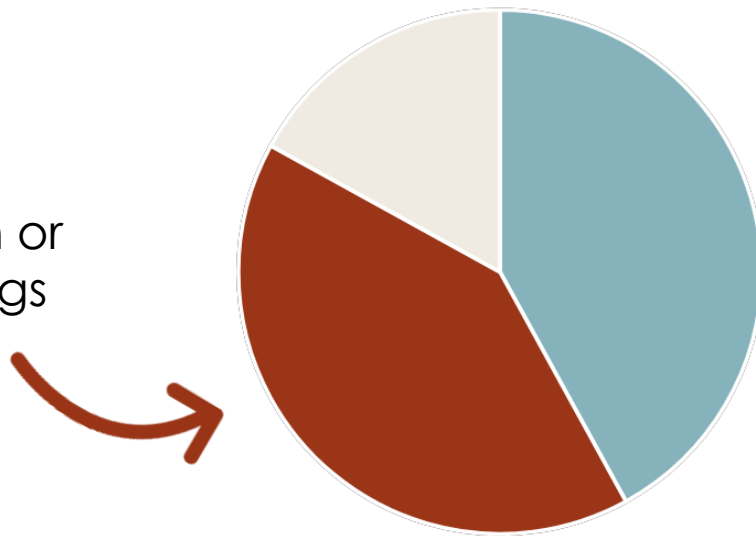
# Most don't have a way to pay

**\$56,000/year**

Median household income for Washington seniors<sup>4</sup>

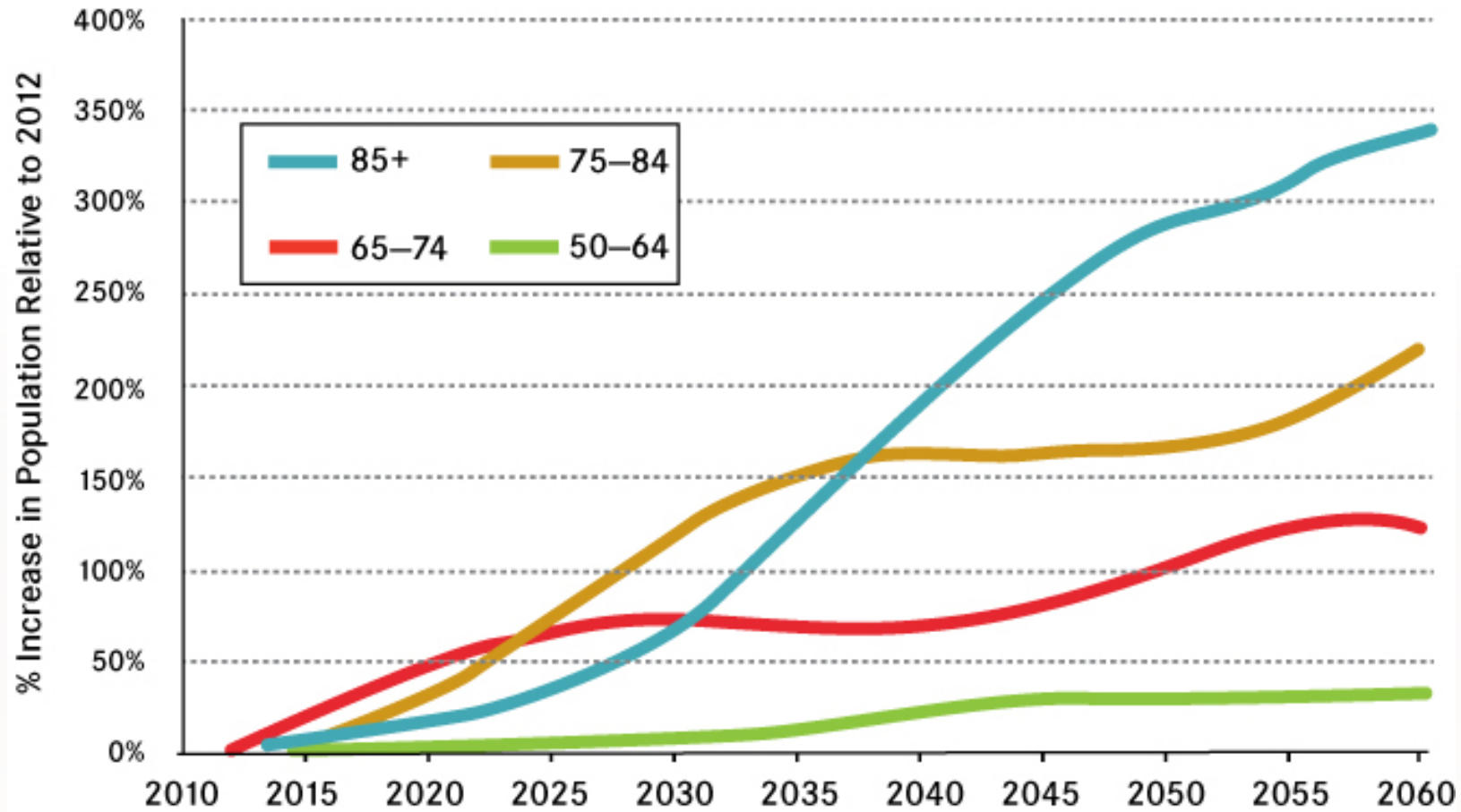
## AMONG WASHINGTON WORKERS AGE 55-64<sup>5</sup>

**41%**  
have no pension or  
401 (k)/IRA savings



Another **42%**  
have no pension & only  
enough 401 (k)/IRA savings  
to replace 10% of their  
pre-retirement income

# Our population is aging rapidly



Source: Department of Social and Health Services, Research and Data Analysis Division

# Caregiving and the workplace



## AMONG WORKING CAREGIVERS

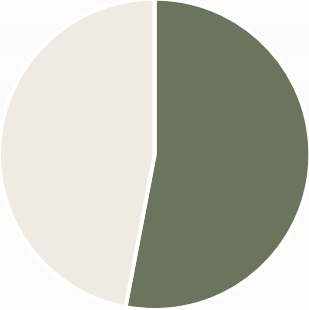
61%

report caregiving responsibilities impacted their job



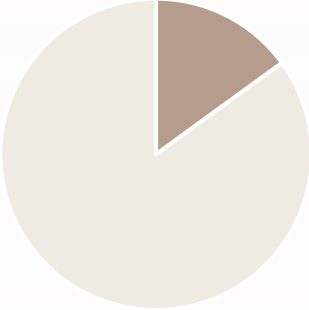
53%

Went in late, left early, took time off to provide care



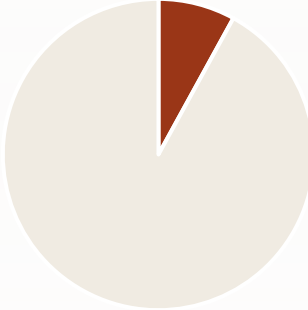
15%

Went from full-time work to part-time or reduced hours

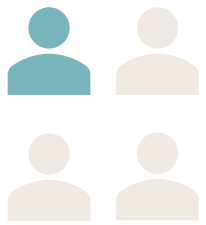


8%

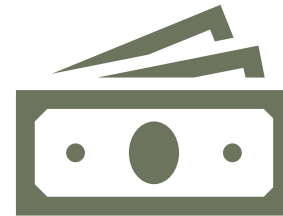
received a warning about performance or attendance



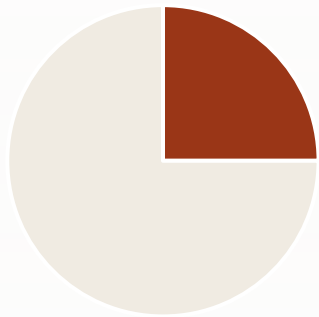
# Impacts on working caregivers



Nearly  
**1 in 4**  
report their health has worsened  
since taking on the role



**\$303,880**  
average lost wages and  
benefits for caregivers 50+ who  
leave workforce early



**25%**  
Average amount of their own  
income caregivers spend on  
related expenses



**2 in 3**  
working caregivers say a  
program that pays caregivers  
would help

# Program timeline

**2014**

Research on policy options for long-term care

**2019**

Legislature passes LTSS Trust Act & governor signs into law

**2021**

Legislature improves coverage for adults with disabilities that onset prior to age 18

**2022**

Legislature adds pathway to partial benefits for near-retirees; establishes voluntary exemptions for certain groups

**2023**

**July 1**  
Workers begin contributing

**2024**

Legislature gives workers the ability to take their benefit out of state

**2026**

**July 1**  
Benefits become available for qualified, eligible individuals



# WA Cares Fund can help

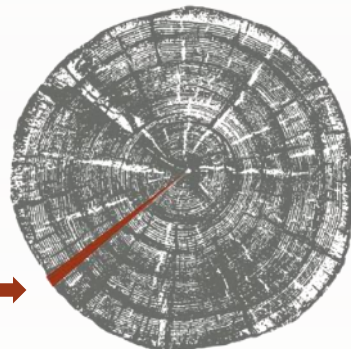
- Earned benefit
- Self-funded by worker contributions
- Works like an insurance program
- Only contribute while you're working
- Everyone covered at same rate regardless of pre-existing conditions
- No copays, no deductibles, and you never have to file a claim

## Typical Income:

\$50,091

## Typical Contribution:

\$291/year



0.58%

## Contributions

0.58%

Amount workers  
contribute from wages



Contributions began

## Benefits

\$36,500

Lifetime maximum benefit  
(adjusted annually up to  
inflation)



Benefits available

# Affordable contributions across your career

<b>\$35,000</b> annual salary	
<b>Each year</b>	\$203
<b>Over 10 years</b>	\$2,030
<b>Over 20 years</b>	\$4,060
<b>Over 30 years</b>	\$6,090

<b>\$50,000</b> annual salary	
<b>Each year</b>	\$290
<b>Over 10 years</b>	\$2,900
<b>Over 20 years</b>	\$5,800
<b>Over 30 years</b>	\$8,700

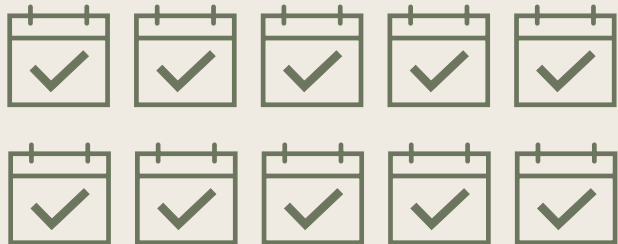
<b>\$75,000</b> annual salary	
<b>Each year</b>	\$435
<b>Over 10 years</b>	\$4,350
<b>Over 20 years</b>	\$8,700
<b>Over 30 years</b>	\$13,050

**\$36,500** benefit amount will be adjusted annually up to inflation.

# Qualifying for benefits

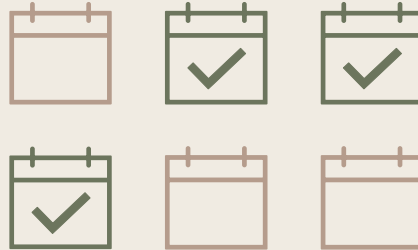
## Lifetime access to full benefit

Contributed for a **total of 10 years** without a break of 5+ consecutive years



## Early access to full benefit

Contributed at least **3 of the last 6 years** at the time you apply for benefits



FOR NEAR-RETIRES

## Lifetime access to partial benefit

People born before 1968 earn **10% of benefit amount** for each year worked



To earn benefits, must work at least 500 hours per year (about 10 hours per week)

# The benefit is flexible

Up to **\$36,500** for any combination of services and supports, including:



Professional care at home or in a facility



Adaptive equipment & technology like hearing or medication reminder devices



Training & paying family member or friend to be your caregiver



Home-delivered meals



Home safety evaluations & environmental modifications like wheelchair ramps



Support & respite for family caregivers



Transportation

Must need help with **3 activities of daily living** like bathing, dressing, eating, medication management

# How far will the benefit go?



## Family caregiver

<b>Paying a family caregiver</b>	\$31,300
10 hours/week for 2 years	
<b>Care supplies</b>	\$2,200
2 years of incontinence supplies	

**Total** **\$33,500**



## Home accessibility

<b>Home safety renovations</b>	\$15,000
<b>Electric wheelchair or scooter</b>	\$2,600
<b>Weekly meal delivery</b>	\$9,200
7 meals/week for 3 years	

**Total** **\$26,800**



## Temporary support & services

<b>Part-time caregiver</b>	\$31,300
20 hours/week for 1 year	
<b>Transportation to appointments</b>	\$3,200
for 1 year	
<b>Crutches</b>	\$50

**Total** **\$34,600**

*Note: These are estimates and do not guarantee the cost of any services, which may vary based on your area and other factors.*

# Taking WA Cares benefits out of state

- New law passed this year to allow workers to use their benefit outside Washington
- **Starting in July 2026**, workers can choose to continue participating in WA Cares if they move out of state
- Must have contributed to WA Cares for **at least 3 years** (working 500+ hours per year) and must opt in **within a year of leaving WA**
- Like other workers, out-of-state participants keep contributing during working years
- Benefits available **starting July 2030**

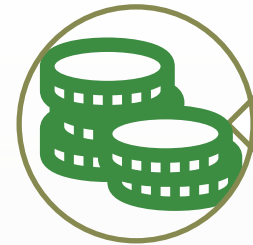


# Employer overview

- Employers don't contribute but will:
  - Maintain record of exempt employees.
  - Collect premiums.
  - Report employee hours and wages and remit premiums to ESD quarterly.
    - Definitions of employer, employee and remuneration are consistent with Paid Family & Medical Leave.
    - Definition of wages also applies, excluding the social security tax cap, which does not apply.



*Manage exemptions*



*Withhold premiums*



*Report & pay  
quarterly*

# Employee exemptions

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## Private insurance exemptions

- For people who had private long-term care insurance before Nov. 1, 2021.
  - Applications were accepted from Oct. 1, 2021, through Dec. 31, 2022.
- 
- Application no longer available but people who received an approval letter are still permanently exempt.



# Employee exemptions

## New exemption pathways

- As of Jan. 1, 2023, applications available on an ongoing basis for:
  - Veterans with a 70% or greater service-connected disability.
  - Non-immigrant visa holders.
  - Spouses & registered domestic partners of active-duty service members.
  - Out-of-state residents.
- Service-connected disability exemptions are permanent.

## Application process

- Gather required documentation.
- Create an exemptions account.
- Details and instructions available at [wacaresfund.wa.gov/exemptions](https://wacaresfund.wa.gov/exemptions).

# Managing exemptions

- Employee's responsibility to apply and — if approved — to provide a copy of their approval letter to all current and future employers.
- Once notified of an employee's approved exemption, employers must:
  - Keep a copy of the employee's approval letter on file.
  - Not deduct WA Cares premiums from exempt workers.
- Employees aren't entitled to a refund of premiums withheld before their approved exemption was effective or before they provided their approval letter to their employer.

<<FIRST NAME>> <<LAST NAME>>  
<<ADDRESS>>  
<<CITY>>, <<STATE>> <<ZIP>>

<<MAILING DATE>>

Exemption ID: <<EXEMPTION ID>>

Dear <<FIRST NAME>> <<LAST NAME>>,

**We've approved your application to be exempted from the WA Cares Fund (WA Cares).**

Your permanent exemption takes effect on <<EFFECTIVE START DATE>>. Beginning on this date:

- You're exempt from paying the WA Cares premium.
- You'll never be eligible to receive WA Cares benefits.

#### What to do next

**You must give all current and future employers a copy of this letter to notify them you're exempt.** If you lose this letter, you can log in to your WA Cares exemption account and download a copy.

#### Why it's important for you to give employers a copy of this letter

**You are required to give your employer(s) a copy of this letter.** Until your employer(s) receives this letter, they will automatically deduct premiums from your pay. After receiving the letter, your employer(s) should stop deducting WA Cares premiums as of the day your exemption is effective. If, after receiving this letter, your employer(s) still deducts premiums then they are required to give you a refund. You are not entitled to a refund of any WA Cares premiums deducted before you notified your employer(s) or before the effective date of your exemption.

# Calculate your premiums

Select the correct year and then click "calculate".

Enter gross payroll  2023

## Paid Leave

If you have employees whose gross wages are over the Social Security wage cap, this calculator may overestimate your total Paid Leave premiums.

	Sum	Employer	Employee
Family Leave Premium	\$0.00	\$0.00	\$0.00
Medical Leave Premium	\$0.00	\$0.00	\$0.00
<b>Total Paid Leave Premium</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>

## WA Cares

WA Cares premiums apply to wages paid starting July 1, 2023.

	Sum	Employer	Employee
WA Cares Premium	–	–	\$0.00
<b>Total WA Cares Premium</b>	<b>–</b>	<b>–</b>	<b>\$0.00</b>

# Premium withholding

- Premium is 0.58 percent of an employee's gross wages.
  - Social Security cap does not apply.

*Employee's gross wages X 0.0058 = premium withholding*

# Quarterly reporting

## One Report for Paid Leave and WA Cares

- Combined wage report for WA Cares and Paid Family & Medical Leave.
- Use existing Paid Leave employer account to file reports and make payments.

## Reporting requirements

- **General**
  - UBI
  - Business name
  - Total Paid Leave premiums collected
  - Total WA Cares premiums collected
  - No Payroll if no wage information to report for the quarter
- **For each employee**
  - SSN or ITIN
  - First and last name
  - WA Cares exemption status
  - Wages paid & associated hours worked
  - DOB

# Filing methods

## Manual

- Individually enter up to 50 employees.

## File upload

- .csv file; Template available online.

Employment Security Department  
WASHINGTON STATE

Hi, Jane\_Doe | Return To SAW

Home \$ Payments Manage Account Wage Reporting More Add/Switch Account

Employer Legal Entity Name: Test Business 757650778 CORP  
Customer ID: C757650778

1 Select Filing Method 2 Provide Wage Details 3 Confirmation

Reporting Period

Year\* Select One  
Quarter\* Select One

Reporting Option and Filing Method

Report Quarterly  
File your quarterly wage report for Paid Leave and WA Cares.  
For additional instructions and template please visit [paidleave.wa.gov/reporting](https://paidleave.wa.gov/reporting).

Which report would you like to file?\*

I have NO payroll to report.  
Select to file if you had no payroll expenses.

I have payroll to report via File Upload.  
Select to file all your employee's wage details by uploading a .CSV or .bt file.

I have payroll to report via Manual Entry.  
Select to file your employee's wage details manually. Limited to 50 employees.

Cancel Next



Employer Legal Entity Name	Customer ID
Test Business 757650778 CORP	C757650778

### Pay Your Premiums

You must make two premium payments – one for each program.

Paid Leave and WA Cares premiums are held in separate trust funds at different banks. If you combine your payments or send them to the wrong bank, there will be a delay crediting your payment to your account. Payments are due by the last day of the month after each completed calendar quarter.

Please allow 3-5 business days for your account balance to update.



Paid Leave Amount Due ⓘ \$ 1,678.93

Pay Paid Leave Premiums



WA Cares Amount Due ⓘ \$ 0.00

Pay WA Cares Premiums

If you believe there is an error in your premium calculation or current balance, please call the Customer Care Team at 833-717-2273 or email us at [paidleave@esd.wa.gov](mailto:paidleave@esd.wa.gov).

Home

# Payments

## One report, two payments

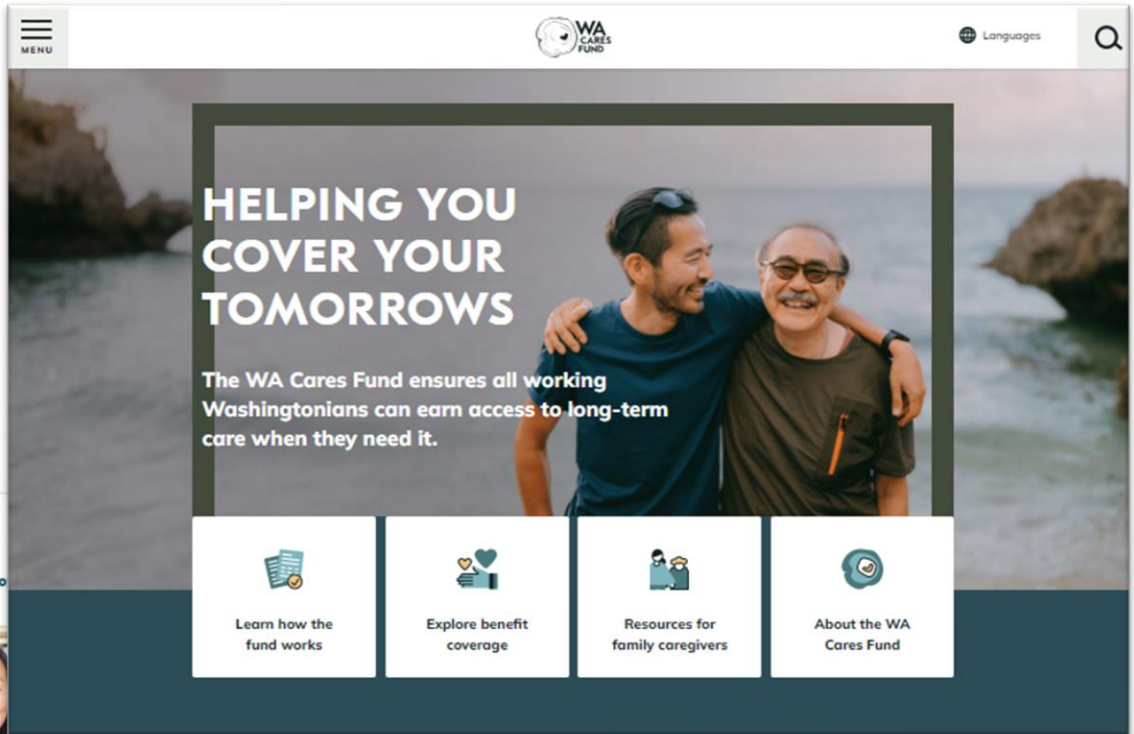
- Payments for Paid Leave and WA Cares are separate.

## Payment options

- Check/money order, ACH, credit card

# Quick links to learn more

- **WA Cares employer information:**  
[wacaresfund.wa.gov/employers](https://wacaresfund.wa.gov/employers)
- **Employee exemptions:**  
[wacaresfund.wa.gov/exemptions](https://wacaresfund.wa.gov/exemptions)
- **WA Cares & Paid Leave reporting:**  
[paidleave.wa.gov/reporting](https://paidleave.wa.gov/reporting)

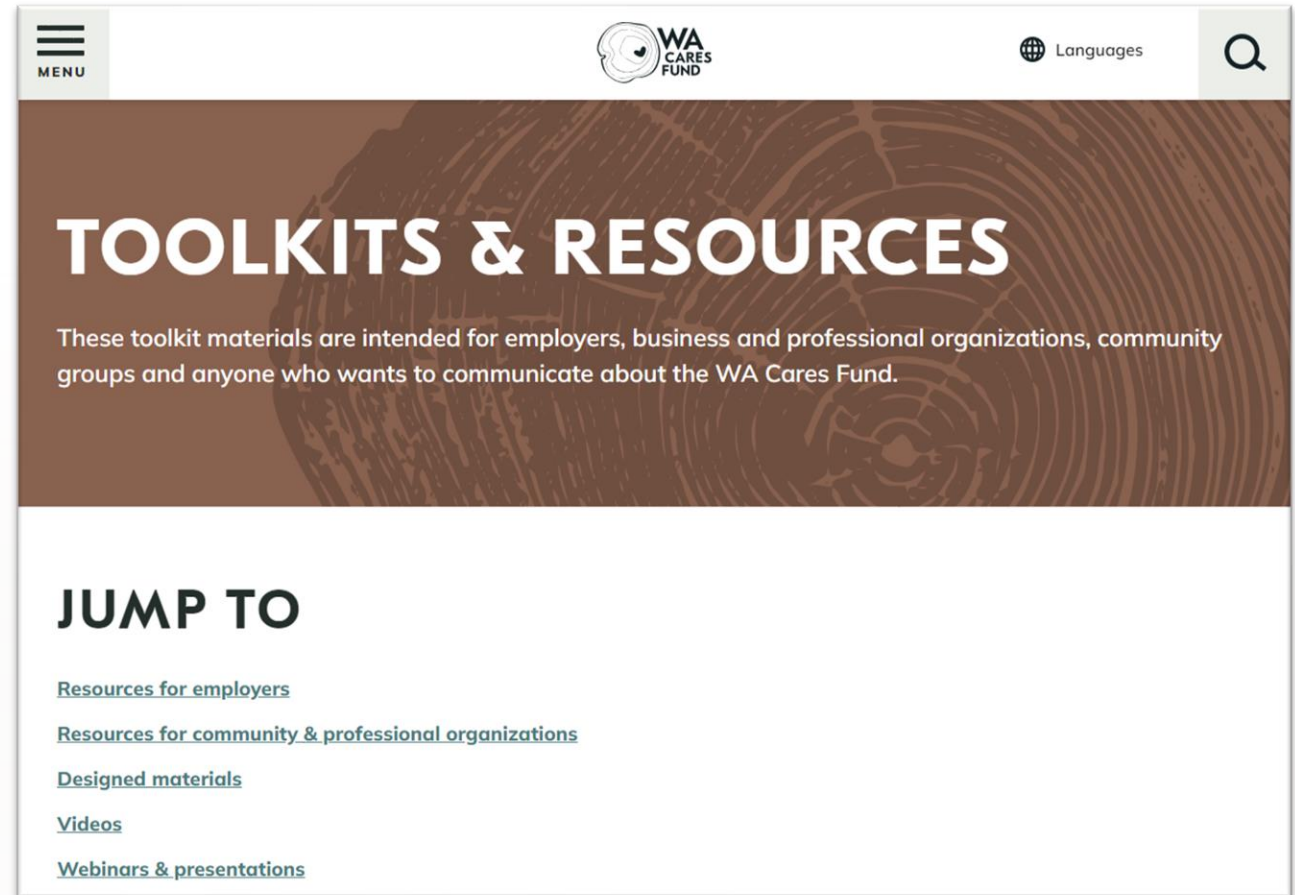


A screenshot of the Washington Paid Family &amp; Medical Leave website. The header includes the logo, "HELP CENTER", "LOG IN", and "ESPAÑOL". The main navigation menu includes "Individuals and Families", "Employers", "Self-employed", and "Health care pro". The main content area features a large heading "File your report and pay premiums" and a sub-headline: "Paid Family and Medical Leave provides paid time off when Washington workers need it most and WA Cares allows you to plan for the future. By reporting key information and contributing premium payments, employers play an important role in keeping the program strong and supporting employees when they qualify for paid time off." There is also a photo of a woman in a blue shirt standing in an office.

# Employer & community toolkit

Materials for employers, business and professional organizations, community groups and anyone who wants to communicate about the WA Cares Fund

[wacaresfund.wa.gov/toolkit](https://wacaresfund.wa.gov/toolkit)




The screenshot shows the top portion of a website. At the top left is a 'MENU' button with a hamburger icon. In the center is the 'WA CARES FUND' logo, which features a stylized bird head profile. To the right of the logo is a 'Languages' link with a globe icon, and further right is a search icon. Below the navigation bar is a large brown banner with a wood-grain texture. The banner contains the text 'TOOLKITS & RESOURCES' in large white letters, followed by a paragraph: 'These toolkit materials are intended for employers, business and professional organizations, community groups and anyone who wants to communicate about the WA Cares Fund.' Below the banner is a white section titled 'JUMP TO' in bold black letters. Underneath this title are five blue, underlined links: 'Resources for employers', 'Resources for community & professional organizations', 'Designed materials', 'Videos', and 'Webinars & presentations'.



# Email updates

- [WA Cares email newsletter](#) with monthly updates, event announcements, notifications when new resources are available
- [ESD employer newsletter](#) for monthly updates on WA Cares, along with other programs like Paid Leave and Unemployment Insurance




**WA CARES FUND**

**Join us January 18 for WA Cares Basics webinar!**

This July, workers begin contributing to the [WA Cares Fund](#), a new program that will give working Washingtonians affordable access to long-term care coverage. Workers will contribute 0.58% of each paycheck during their working years to access a \$36,500 lifetime benefit (adjusted annually for inflation) when they need long-term care.

While WA Cares benefits can be used to pay for care in a residential setting like a nursing home, they can also cover services and supports to help you stay at home – things like training and paying a family caregiver, paying a professional in-home caregiver, home safety modifications, home-delivered meals, transportation, and assistive technology like medication reminder devices.

To learn more about long-term care and the WA Cares Fund, join us for a webinar on WA Cares Basics: What Workers Need to Know on **Wednesday, January 18 from 12-1 p.m.**



**Employer Newsletter**

March 2023 | Issue 32

**WA Cares: Find the resources you need**  
**Newly published toolkit now available**

WA Cares has designed [a new toolkit](#) to help you prepare your employees for the launch of the WA Cares Fund in July 2023. Your workers may reach out to you with a range of questions, and this toolkit equips you with the answers.

The toolkit contains information you can include in staff messages each month between now and July. It also includes graphics, videos, FAQs and even a calendar that recommends how and when to use the materials.

Want more WA Cares information sent straight to your email? [Sign up for our mailing list!](#)

# Questions & answers





# Thank you

Find webinar materials at [wacaresfund.wa.gov/webinars](https://wacaresfund.wa.gov/webinars)

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[wacaresfund.wa.gov/  
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**Contact us by phone  
(employers & exemptions)**  
833-717- 2273

**Contact us by phone  
(other questions)**  
844-CARE4WA