

Effective Rates: 2019

For employers with fewer than 25 employees

Family Leave Contribution	Medical Leave Contribution	Total Contribution Amount
.13%	.248%	.378%

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.

For small employers (with fewer than 25 **covered workers**) the effective family and medical leave contribution is 00.378% of earnings. Small employers are responsible for remitting the funds withheld from their employees' paycheck but do not need to contribute to either the family or medical leave. If they elect to pay all or some of the covered individuals' share, they may do so, but are under no obligation to contribute.

Total Required Contribution: .248%			
Medical Leave	Open Source Integrators: An URSA Company <hr/> (Employer Name)	will contribute	<u> </u> 0% of the medical leave contribution
		and the remaining	<u>-.248%</u> will be deducted from your earnings

Total Required Contribution: .13%			
Family Leave	Open Source Integrators: An URSA Company <hr/> (Employer Name)	will contribute	<u> </u> 0% of the family leave contribution
		and the remaining	<u>.13%</u> will be deducted from your earnings

