

**Chapter 50A.24 RCW
SMALL BUSINESS ASSISTANCE**

Sections

50A.24.010 Grants.
50A.24.030 Grants—Employers with fewer than 50 employees.
50A.24.040 Grants—Funding source—Timelines.

RCW 50A.24.010 Grants. (Effective until January 1, 2026.) (1)

The legislature recognizes that while family leave and medical leave benefit both employees and employers, there may be costs that disproportionately impact small businesses. To equitably balance the risks among employers, the legislature intends to assist small businesses with the costs of an employee's use of family or medical leave.

(2) Employers with one hundred fifty or fewer employees and employers with fifty or fewer employees who are assessed all premiums under RCW 50A.10.030(5) (b) may apply to the department for a grant under this section.

(3) (a) An employer may receive a grant of three thousand dollars if the employer hires a temporary worker to replace an employee on family or medical leave for a period of seven days or more.

(b) For an employee's family or medical leave, an employer may receive a grant of up to one thousand dollars as reimbursement for significant additional wage-related costs due to the employee's leave.

(c) An employer may receive a grant under (a) or (b) of this subsection, but not both, except that an employer who received a grant under (b) of this subsection may receive a grant of the difference between the grant awarded under (b) of this subsection and three thousand dollars if the employee on leave extended the leave beyond the leave initially planned and the employer hired a temporary worker for the employee on leave.

(4) An employer may apply for a grant no more than ten times per calendar year and no more than once for each employee on leave.

(5) To be eligible for a grant, the employer must provide the department written documentation showing the temporary worker hired or significant wage-related costs incurred are due to an employee's use of family or medical leave.

(6) The department must assess an employer with fewer than fifty employees who receives a grant under this section for all premiums for three years from the date of receipt of a grant.

(7) The grants under this section shall be funded from the family and medical leave insurance account.

(8) The commissioner shall adopt rules as necessary to implement this section.

(9) For the purposes of this section, the number of employees must be calculated as provided in RCW 50A.10.030.

(10) An employer who has an approved voluntary plan is not eligible to receive a grant under this section. [2019 c 13 s 36; 2017 3rd sp.s. c 5 s 84. Formerly RCW 50A.04.230.]

RCW 50A.24.010 Grants—Employers with 50 to 150 employees.

(Effective January 1, 2026.) (1) The legislature recognizes that while family leave and medical leave benefit both employees and

employers, there may be costs that disproportionately impact small businesses. To equitably balance the risks among employers, the legislature intends to assist small businesses with the costs of an employee's use of family or medical leave as provided in this chapter.

(2) Employers with 50 to 150 employees may apply to the department for grants under this section, subject to the requirements of this section.

(3) (a) An employer may receive a grant of three thousand dollars if the employer hires a temporary worker to replace an employee on family or medical leave for a period of seven days or more.

(b) For an employee's family or medical leave, an employer may receive a grant of up to one thousand dollars as reimbursement for significant additional wage-related costs due to the employee's leave.

(c) An employer may receive a grant under (a) or (b) of this subsection, but not both, except that an employer who received a grant under (b) of this subsection may receive a grant of the difference between the grant awarded under (b) of this subsection and three thousand dollars if the employee on leave extended the leave beyond the leave initially planned and the employer hired a temporary worker for the employee on leave.

(4) An employer may receive a grant under this section no more than ten times per calendar year and no more than once for each employee on leave.

(5) To be eligible for a grant, the employer must provide the department written documentation showing the temporary worker hired or significant wage-related costs incurred are due to an employee's use of family or medical leave.

(6) For the purposes of this section, the number of employees must be calculated as provided in RCW 50A.10.030.

(7) An employer who has an approved voluntary plan is not eligible to receive a grant under this section. [2025 c 304 s 8; 2019 c 13 s 36; 2017 3rd sp.s. c 5 s 84. Formerly RCW 50A.04.230.]

Effective date—2025 c 304: See note following RCW 50A.05.020.

RCW 50A.24.030 Grants—Employers with fewer than 50 employees. (Effective January 1, 2026.) (1) Employers with fewer than 50 employees may apply to the department for grants under this section, subject to the requirements of this section.

(2) (a) An employer may receive a grant of \$3,000 if the employer hires a temporary worker to replace an employee on family or medical leave for a period of seven days or more, or if the employer incurs significant additional wage-related costs due to the employee's leave. To be eligible for a grant, the employer must provide the department a written statement attesting that the employer hired a temporary worker or incurred other significant wage-related costs due to an employee's use of family or medical leave.

(b) An employer may receive a grant under this subsection no more than 10 times per calendar year and no more than once for each employee on leave.

(3) The department must assess any employer who receives a grant under this section for all premiums for three years from the date of receipt of a grant.

(4) For the purposes of this section, the number of employees must be calculated as provided in RCW 50A.10.030.

(5) An employer who has an approved voluntary plan is not eligible to receive a grant under this section. [2025 c 304 s 9.]

Effective date—2025 c 304: See note following RCW 50A.05.020.

RCW 50A.24.040 Grants—Funding source—Timelines. (Effective January 1, 2026.) (1) The grants under this chapter must be funded from the family and medical leave insurance account.

(2) An application for a grant under this chapter must be submitted no later than 12 months after the employee's first day of leave under this title. A third-party administrator or other agent authorized by the employer may submit an application on the employer's behalf.

(3) The department shall submit payment to the employer within 14 calendar days after the qualifying employer's completed application is received by the department.

(4) The department shall:

(a) Promptly notify an employer with fewer than 50 employees of the grants under this chapter if one or more of its employees receives benefits under this title;

(b) Make available on its website information on the grants under this chapter and include a link to grant applications within the existing website portal; and

(c) Include information on the grants under this chapter when notifying employers and employees of changes to the premium rate under RCW 50A.10.030.

(5) The commissioner shall adopt rules as necessary to implement this chapter. [2025 c 304 s 10.]

Effective date—2025 c 304: See note following RCW 50A.05.020.