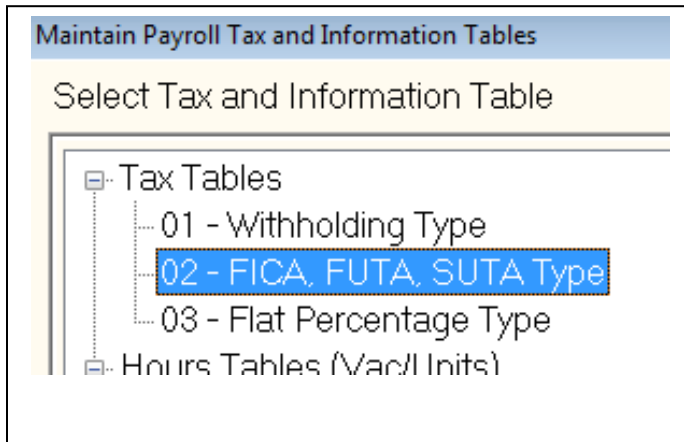


State Paid Family and Medical Leave Insurance (PFML) or (FLI) Employee Withholding

There are currently nine individual states that have recently enacted or plan on enacting in the near future **PFML** plans that include employee contributions. Since **PFML** can already be defined within existing state disability insurance plans, can have different year starting dates and/or can have variable rates based on each employer, **CertiflexDimension Payroll** does not include these types of tables in our default or our maintained tables. If you need to withhold **PFML** taxes from employees, these types of tables can be easily set up and maintained from the menu option of > **Payroll**, > **Maintain** and then > **Tax and Information Tables** within **CertiflexDimension Payroll**. To set up an employee withholding table for state **PFML**, do the following:



Maintain Payroll Tax and Information Tables

Select Tax and Information Table

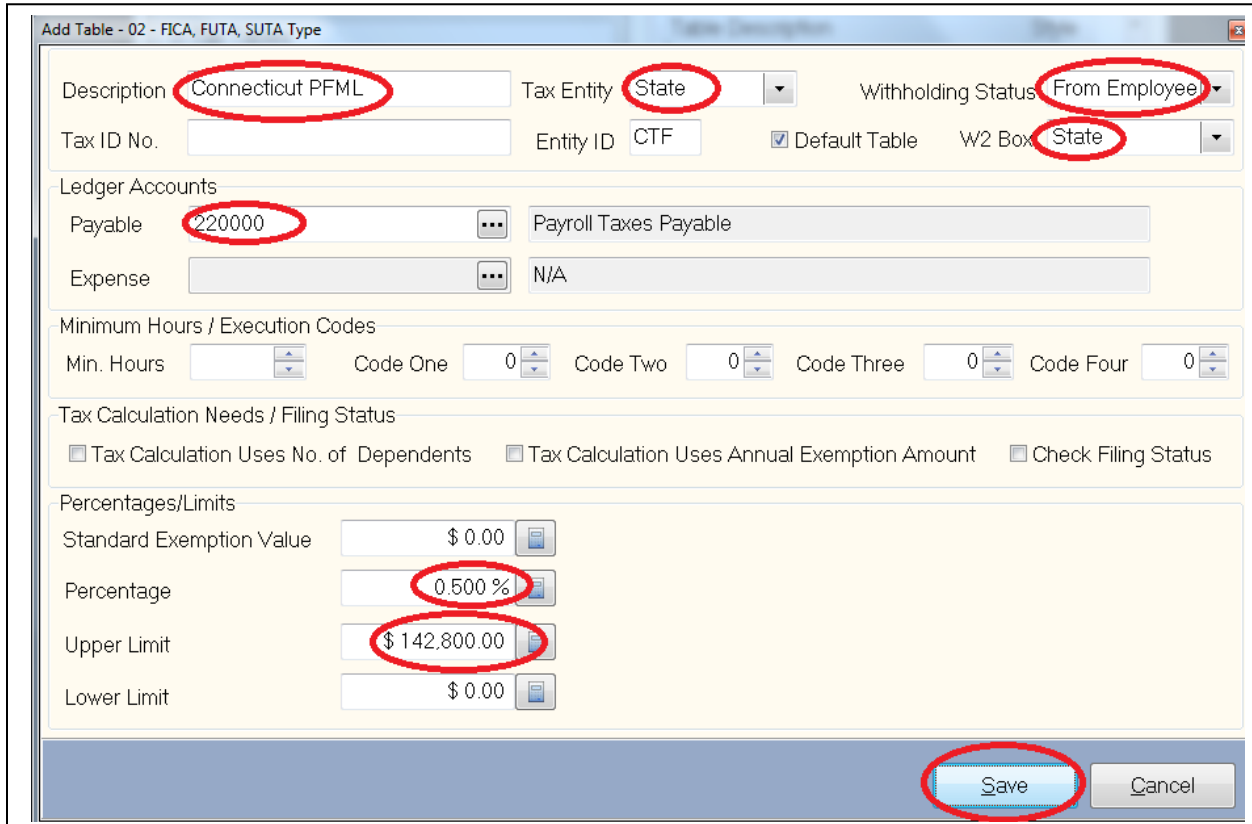
- Tax Tables
 - 01 - Withholding Type
 - 02 - FICA, FUTA, SUTA Type**
 - 03 - Flat Percentage Type
- Hours Tables (Var/1 Inits)

Highlight the Tax Table Type:

[02 – FICA, FUTA, SUTA Type]

Once highlighted, Click the > **New** option on the bottom right hand section of the screen and enter the information for your state.

A sample screen for 2021 Connecticut is displayed below for your convenience.



Add Table - 02 - FICA, FUTA, SUTA Type

Description: **Connecticut PFML** Tax Entity: **State** Withholding Status: **From Employee**

Tax ID No. Entity ID: CTF Default Table W2 Box: **State**

Ledger Accounts

Payable: **220000** Payroll Taxes Payable

Expense: N/A

Minimum Hours / Execution Codes

Min. Hours: Code One: 0 Code Two: 0 Code Three: 0 Code Four: 0

Tax Calculation Needs / Filing Status

Tax Calculation Uses No. of Dependents Tax Calculation Uses Annual Exemption Amount Check Filing Status

Percentages/Limits

Standard Exemption Value: \$ 0.00

Percentage: **0.500 %**

Upper Limit: **\$ 142,800.00**

Lower Limit: \$ 0.00

Save Cancel

A list of existing states that have or are planning on having **PFML** is listed below for your convenience along with their currently published wage bases and rates beginning January 1, 2021. Remember to always double check with your state agency as many states often change their **PFML** wage base (limits) or rates frequently.

| Paid Family Medical Leave State | Employee Contribution % | * | Annual Wage Limit | Notes |
|---------------------------------|--|----|-------------------|----------------------|
| California | N/A | ** | N/A | Included in CA_SD |
| Connecticut | 0.500% | | \$ 142,800.00 | Effective 01/01/2021 |
| Colorado | 0.900% | * | \$ 142,800.00 | Effective 01/01/2023 |
| Massachusetts | 0.750% | * | \$ 142,800.00 | |
| New Jersey | N/A | ** | N/A | Included in NJ_SD |
| New York | 0.511% | | \$ 75,408.00 | |
| Oregon | 1.000% | * | \$ 142,800.00 | Effective 01/01/2022 |
| Rhode Island | N/A | ** | N/A | Included in RI_SD |
| Washington | 0.400% | | \$ 142,800.00 | |
| * | Employee Contribution Percentage May Vary Based on Total Number of Employees | | | |
| ** | Employee Contribution Percentage is Already Included in State SD | | | |