

Attention Brothers and Sisters:

Beginning January 1st, 2022, Washington State will assess a new tax on all employee's W-2 income. This tax is for the WA Cares Fund long-term care benefit, which is publicly funded by a 0.58% payroll tax on all wages and remuneration, withheld quarterly by employers. . (Website for more information: www.wacaresfund.wa.gov) ***This is a tax on employees, not on employers.*** It is very important to note that this tax is NOT optional. It affects any employee who earns W-2 income.

Please note: The Longshore Division does **not pay the tax until** the upcoming 2022 (Collective Bargaining Agreement) (CBA) is ratified. For Warehouse and IBU members, WA Cares Fund payroll tax will start on January 1, 2022.

WHAT YOU NEED TO DO

You need to make a choice. Here are your options:

1. **Do nothing**: You will be automatically deducted the 0.58% payroll tax for every dollar earned and be enrolled in the State plan.
or
2. **Individuals over the age of 18 may purchase their own Long – Term care plan to opt out of the State plan**: Owners of a private Long-Term Care insurance policy may permanently opt out of the program, [by applying for an exemption between October 1, 2021 and December 31, 2022](#). In order to receive the exemption and opt out of this new tax, you must have purchased your own long-term care insurance policy [no later than October 31, 2021](#). You will need to file a request with the State of Washington for an exemption to the payroll tax to provide to your employer as soon as you receive it.

In order to aid your decision-making process, there is an option for you to purchase your own and for your spouse, if applicable, a qualifying policy at a group rate. Members and working spouses will automatically qualify with no health questions. Non-working spouses can also enroll by answering a few health questions. The type of qualifying policy contains a life insurance benefit and coverage for long-term care expenses, allowing you to opt out of the 0.58% tax.

Bill Judge & Associates is offering this private whole life /LTC group policy through Allstate insurance and will assist you with your enrollment.

They are subject matter experts in group life insurance with long-term care riders and will be educating you on the WA Cares Fund and the Allstate Life Insurance that is being offered. You must make the decision that best suits you and your family. The financial obligation to pay premiums and the decision making for which policy best suits you and your family fall solely on you.

Enrollment period is effective immediately through October 29th. The effective date of the policy will be October 31st. Enrollment information on following pages, or visit: <https://empguides.pecservices.info/maritimeworker>