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Effective Rates: 2023

For employers with 25 or more employees

Family Leave Contribution	Medical Leave Contribution	Total Contribution Amount
.11%	.52%	.63%

Employers are responsible for sending contributions to the DFML for all employees. In 2023, the total contribution amount is 00.63% of wages.

Under the law, employers are responsible for a minimum of 60% of the medical leave contribution (.312% of wages) but are permitted to deduct from employees' wages up to 40% of the medical leave contribution (.208% of wages) and up to 100% of the family leave contribution (.11% of wages).

Medical Leave	Total Required Contribution: .52%		
	OCEAN SPRAY CRANBERRIES, INC (Employer Name)	will contribute	100%
		and the remaining	____%
			of the medical leave contribution
			will be deducted from your earnings

Family Leave	Total Required Contribution: .11%		
	OCEAN SPRAY CRANBERRIES, INC (Employer Name)	will contribute	100%
		and the remaining	____%
			of the family leave contribution
			will be deducted from your earnings