› When the individual's average weekly wage is above 50% of the state average weekly wage, the employee will receive 90% of 50% of the state average weekly wage plus 50% of any amount over the 50% of the state average weekly wage, up to the maximum benefit of $1,100 in 2024.

K   C FA   I   :

1 State Average Weekly Wage (SAWW) is $1,421.16 (ef ective 7/1/23 to 6/30/24).

2 From this SAWW there are a few additional f gures to reference:
   › 50% of the SAWW = $710.58.
   › 90% of 50% of the SAWW = $639.52.
   › Maximum weekly benef t = $1,100.

3 Individual Average Weekly Wage (AWW) is calculated by taking the individuals base period earnings (in which the total wages were highest) before leave begins and dividing by 13. The base period is the f rst four of the last f ve completed calendar quarters before leave begins. If someone has not completed f ve calendar quarters, the alternate base year is the four completed calendar quarters (in which the total wages were highest) before the leave begins. Wages include, but are not limited to, salary, wages, tips, commissions, and other compensation.
   › Example: The individual's highest quarter completed is quarter 2 (out of the 5) where their gross wages are $19,800. Their AWW is $1,523.08.
      » $19,800 ÷ 13 = $1,523.08.

GROUP BENEFIT
IONS

Q1	Q2	Q3	Q4	Q5
$17,500	$19,800	$18,750	$18,950	$18,880

Conner and his wife have adopted a baby boy as of November 1, 2023. Conner is planning to take 12 weeks to bond with his new child as of January 25, 2024. Conner has been employed with his current employer for a little over a year. Per the chart below, his last 4 completed quarters earnings reveal that his highest wage earnings were in quarter 2 in the amount of $29,480.

Q1	Q2	Q3	Q4
$24,000	$29,480	$28,120	$25,950

1. Calculate Conner's individual AWW: $29,480 ÷ 13 = **$2,267.69**.

2. Conner's AWW is higher than the SAWW ($710.58), therefore he will qualify for 90% of 50% of the SAWW plus 50% of the difference of Conner's AWW and the SAWW.

   Here are additional details on Conner's benefit calculation:
   - Using Conner's AWW: $2,267.69 – $710.58 (50% SAWW) = **$1,557.11**.
   - Determine 50% of $1,557.11 = **$778.55**.
   - Add $639.52 (90% of 50% of SAWW) + $778.55 (50% of the amount of the AWW above the 50% of

#4

Dan had total knee replacement on November 27, 2023, he took 6 weeks of work to recover. He will need to take 8 weeks of intermittent leave to complete physical therapy twice a week, 2 hours each for each visit. He has been employed with his current employer for 4 years. Based on the earnings chart below, his highest quarter is quarter 1, in the amount of $20,000.

Q1	Q2	Q3	Q4	Q5
$20,000	$18,950	$17,500	$17,900	$19,800

1. Calculate Dan's individual AWW: $20,000 ÷ 13 = **$1,538.46**.

2. Dan's AWW is higher than the SAWW ($710.58), therefore he will qualify for the 90% of 50% of the SAWW plus 50% of the difference of Dan's AWW and the SAWW.

   Here are additional details on Jenny's benefit calculation:
   ›