

Memorandum of Understanding
Between
Shoreline School District No. 412 and Shoreline Education Association

Implementation of Washington State's Paid Family & Medical Leave

THIS MEMORANDUM OF UNDERSTANDING regarding **Implementation of Washington State's Paid Family & Medical Leave** is effective as of January 1, 2019 and is supplemental to the 2018-2021 Collective Bargaining Agreement (CBA) between Shoreline Education Association (SEA) and Shoreline School District No. 412 (District).

WHEREAS, the State of Washington has approved a new statewide insurance program called "WA Paid Family & Medical Leave" to be administered through the State's Employment Security Department (ESD); and

WHEREAS, the new law requires the collection and payment of premiums by eligible employers beginning January 1, 2019; and

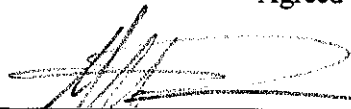
WHEREAS, the new law makes benefits available to eligible employees beginning January 1, 2020; and

WHEREAS, the new law applies to positions represented by Shoreline Education Association;

NOW, THEREFORE, the Parties have agreed to the following:

1. The District will pay the employer premium designated in the law (.1467% of gross wages) beginning January 1, 2019.
2. The District will notify employees of the new law and collect the employee premium designated in the law (.2533% of gross wages) from employees represented by SEA.
3. The District will remit the full premium (.4% of gross wages) to the Employment Security Department, as required by law.
4. Effective January 1, 2020, employees represented by SEA will have access to the benefits described in the law.

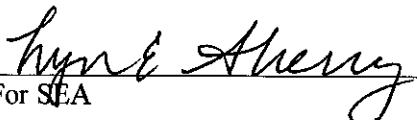
Agreed to this 25th day of January, 2019.



For SEA



For Shoreline School District



For SEA



For Shoreline School District