

TA 9/5/19

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44.0 SHARED LEAVE

44.1 Once implementation rules are written for the shared leave provisions in 2018 Engrossed Substitute House Bill 1434, the District agrees to provide SEA members with the maximum shared leave benefits allowed by these rules.

44.2 Employees shall be eligible to receive shared leave if they meet the qualification criteria outlined in RCW 41.04.665:

- a) They suffer from, or have a relative or household member suffering from, an illness, injury, impairment, or physical or mental condition which is of an extraordinary or severe nature; or,
- b) They have been called to service in the uniformed services; or,
- c) A state of emergency has been declared anywhere within the United States by the federal or any state government and the employee has needed skills to assist in responding to the emergency or its aftermath and volunteers his or her services to either a governmental agency or to a nonprofit organization engaged in humanitarian relief in the devastated area, and the governmental agency or nonprofit organization accepts the employee's offer of volunteer services; or,
- d) They are a victim of domestic violence, sexual assault, or stalking; or,
- e) They are a current member of the uniformed services or is a veteran as defined under RCW 41.04.005, and are attending medical appointments or treatments for a service connected injury or disability; or
- f) They are the spouse of a current member of the uniformed services or a veteran as defined under RCW 4.04.005, who is attending medical appointments or treatments for a service connected injury or disability and requires assistance while attending appointment or treatment; or
- g) They need the time for parental leave; or
- h) They are sick or temporarily disabled because of pregnancy disability.

44.3 An employee is eligible for shared leave when the condition listed above has caused, or is likely to cause the employee to go on leave without pay or terminate district employment.

44.4 In such cases as the employee qualifies for shared leave for the reasons in g) or h) above, they shall have the right to access the sixteen (16) weeks of shared leave for bonding with a child, and in the case of h) above, at any time within the first twelve (12) months. In either case employees shall not be required to deplete all of their sick leave and can maintain up to forty (40) hours of sick leave in reserve. The sixteen-week period shall be defined as ninety (90) workdays, exclusive of weekends, holidays and school breaks.

44.5 Leave donated from one District employee to another shall be calculated on an hour donated and hour received basis.

44.6 The maximum amount of shared leave an employee may receive during their total employment with the District is five-hundred twenty-two days.