

District Response 9/6/19 12:12 AM

SEA Proposal: Paid Family and Medical Leave (PFML)
September 5, 2019

TA 9/6/2019

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Insert New Section 45a.0

45a.0 Washington Paid Family Medical Leave (PFML)

45a.1 Beginning January 1, 2020 employees will be provided PFML benefits as allowed by law.

45a.2 The District will pay the employer premium and employees will pay the employee premium required by law to fund the program.

45a.3 To qualify for PFML, employees must work 820 hours or more in the qualifying period, which shall be defined as the first four of the last five completed calendar quarters starting from when the employee makes their claim for benefits. PFML may not be taken without a qualifying event.

45a.4 PFML benefits shall include up to twelve (12) weeks of paid leave per year to care for self or family. The twelve-week period shall be defined as sixty (60) workdays, exclusive of weekends, holidays and school breaks. Such leave may be used as follows:

45a.4.1 Family Leave:

- To care and bond after a baby's birth or the adoption or foster placement of a child younger than eighteen (18) years
- To care for a family member, as defined by the State for this benefit, experiencing an illness or medical event
- Certain military-connected events

45a.4.2 Medical Leave to care for self in relation to an illness or medical event

45a.4.3 Possible extension of benefits:

- Total of up to 18 weeks for a serious health condition during pregnancy that results in incapacity
- Total of up to 16 weeks for multiple health events in a year

45a.5 Employees are responsible to file claims with the Employment Security Department (ESD) and payments will come from ESD. Employees claiming PFML shall generally be paid up to 90% of their weekly wage with a minimum weekly payment of \$100 and a maximum weekly payment of \$1000, calculated as a percentage of the employee's total qualifying wages.

45a.6 Employees may choose to use PFML prior to exhausting other leave options and will not be required to exhaust sick leave prior to accessing PFML. PFML may be used consecutively with the employee's other paid leave entitlements, exclusive of Washington State Paid Sick Leave, at the employee's discretion.

45.a.7 Employees may use accumulated sick leave, exclusive of Washington State Paid Sick Leave, to supplement PFML benefits up to an amount that results in no loss of compensation to the employee.

45.a.8 Employees who are eligible for FMLA as well as PFML shall use FMLA concurrently with use of PFML.