

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1199NW Research/Hall
Health Bargaining Unit
MOU – PFML SUPPLEMENTAL BENEFITS**

1
2 The parties have agreed to amend the 2019-2021 CBA as follows:

3 **ARTICLE 32 – WASHINGTON FAMILY MEDICAL LEAVE PROGRAM**

4
5 Washington Family Medical Leave Program (PFML) effective January 1, 2020
6 The parties recognize that the Washington State Family and Medical Leave Program
7 (RCW 50A.04) is in effect beginning January 1, 2020 and eligibility for and approval of
8 leave for purposes as described under that Program shall be in accordance with RCW
9 50A.04. In the event that the legislature amends all or part of RCW 50A.04, those
10 amendments are considered by the parties to be incorporated herein. In the event that
11 the legislature repeals all or part of RCW 50A.04, those provisions that are repealed are
12 considered by the parties to be expired and no longer in effect upon the effective date of
13 their repeal.

14
15 Under RCW 50A, employer provided healthcare benefits must be maintained during a
16 PFML leave, so interspersing time off is not required provided the employee qualifies for
17 a reason under the federal FMLA. Under RCW 50A.15.060(2), the University has
18 elected to offer supplemental benefits in the form of sick time off, vacation time off,
19 personal holiday, holiday credit, holiday taken, or compensatory time off.

20
21 Employees requesting PFML benefits through the Employment Security Department
22 must provide notice to the University as outlined under RCW 50A.04.030.

23
24 Agreed To:
25
26 For the Union: Aula Smith For the Employer: [Signature]
27
28 Date: 12/24/19 Date: 12/19/19
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