MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNIVERSITY OF WASHINGTON (UNIVERSITY)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES

MOU – PFML Supplemental Benefits

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

ARTICLE 53 – WASHINGTON FAMILY MEDICAL LEAVE PROGRAM

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50A.04, those provisions that are repealed are considered by the parties to be
expired and no longer in effect upon the effective date of their repeal.

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

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

Agreed To:

For the Union:  
For the Employer:  
Date: 12/23/19    Date: 12/23/19