

**Letter of Agreement**  
**Between**  
**Federal Way Education Association**  
**And**  
**Federal Way Public Schools**

The parties agree to the following effective upon execution of this agreement:

Staff members shall be eligible to receive Paid Family and Medical Leave (PFML) under Washington state law. To be eligible for this leave, staff members must have worked a minimum of 820 hours within the past calendar year. Qualifying events, eligibility for the PFML benefit, and the amount of that benefit, are determined through the state Employment Security Department (ESD). Such leave shall be used consecutive with other leave entitlements unless the employee elects otherwise. Effective January 1, 2021, any paid leave used concurrently with PFML will be considered a supplemental benefit under the terms of PFML. Staff members who supplement PFML with paid leave will utilize paid leave in full day increments and provide the PFML documentation required per the jointly agreed to District protocols. Staff choosing to use the supplemental benefit must use it from the commencement of the PFML leave in consecutive days and inform the district how many days of supplemental benefit they intend to use.

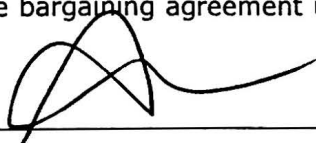
The statutory wage premiums for such leave will be apportioned to staff members and the employer in accordance with the split within state law.

The District will annually notify employees about the benefits available under PFML. Employees are responsible to file claims with the ESD, and PFML payments will come from the ESD.

In the event that the district elects to use a voluntary plan, rather than the state insurance, as the carrier for PFML, the parties agree to meet to ensure that the voluntary plan complies with the law prior to implementation.

The parties will include the provisions above in the successor agreement to the 2018-2021 collective bargaining agreement unless modifications are mutually-agreeable or required by law.


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FWEA



\_\_\_\_\_  
Date

Sept 11, 2020

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For Federal Way Public Schools



\_\_\_\_\_  
September 11, 2020

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Date