

MEMORANDUM OF UNDERSTANDING
between the
LABORERS' UNION, LOCAL NO. 242
(Representing Grounds Employees)
and
NORTHSHORE SCHOOL DISTRICT NO. 417

Implementation of Washington State's Paid Family & Medical Leave

THIS MEMORANDUM OF UNDERSTANDING regarding Implementation of Washington State's Paid Family & Medical Leave is effective as of January 1, 2019 and is supplemental to the 2019-2022 Collective Bargaining Agreement (CBA) between Laborers' Union Local No. 242 (Representing Grounds Employees) and Northshore School District No. 417.

WHEREAS, the State of Washington has approved a new statewide insurance program called "Washington Paid Family & Medical Leave" to be administered through the State's Employment Security Department (ESD); and

WHEREAS, the new law requires the collection and payment premium by eligible employers beginning January 1, 2019; and

WHEREAS, the new law makes benefits available to eligible employees beginning January 1, 2020; and

WHEREAS, the new law applies to positions represented by Laborers' Union Local No. 242 (Representing Grounds Employees);

NOW, THEREFORE, the parties have agreed to the following:

1. The District will pay the employer premium designated in the law (.1467% of gross wages) beginning September 1, 2019.
2. The District will collect the employee premium designated in the law (.2533% of gross wages) from employees represented Laborers' Union Local No. 242 (Representing Grounds Employees)
3. The District will remit the full premium (.4% of gross wages) to the Employment Security Department, as required by law.
4. Effective January 1, 2020, employees represented by Laborers' Union Local No. 242 (Representing Grounds Employees) will have access to the benefits described in the law.

Agreed to these terms on the 1st day of September 2019.

FOR THE UNION:



Russell Robinson, Business Agent

FOR THE DISTRICT:



Abel Ghirmai, Director of Human Resources



Dr. Michelle Reid, Superintendent
on behalf of the Board of Directors