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ARTICLE 53: WASHINGTON FAMILY MEDICAL LEAVE

~~PRGORAM~~PROGRAM*

53.1 Washington Family Medical Leave Program (PFML)~~ effective January 1, 2020~~.

The parties recognize that the Washington State Family and Medical Leave Program (RCW 50A) 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. In the event that the legislature amends all or part of RCW 50A, those amendments are considered by the parties to be incorporated herein. In the event that the legislature repeals all or part of RCW 50A, those provisions that are repealed are considered by the parties to be expired and no longer in effect upon the effective date of their repeal.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~~any period of PFML leave in which the employee is also entitled to job protection. If the employee gives the University unequivocal notice of intent not to return to work, the University's obligations to maintain health benefits will end on the last day of employment.~~, 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.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 8/18/2026	Date: 8/17/2026