



UNION NEWS

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Approved for posting,

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Summary of the New Sick Leave Law and the Boeing-Machinists Contract

This document summarizes how the new Washington paid sick leave law, which took effect January 1, 2018, affects employees working under the collective bargaining agreement (“CBA”) between Machinists District Lodge 751 and the Boeing Company.

Accrual of Additional Sick Leave In 2018 Up To Your 2018 Anniversary Date.

If, as of December 31, 2017, you have already accrued your 40 hours of sick leave under the CBA in your 2017-2018 anniversary year, then starting January 1, 2018, you will begin accruing additional sick leave at the rate of one hour of sick leave for every 40 hours **worked** until you reach your 2018 anniversary date.

If, as of December 31, 2017, you have accrued some but not all of your 40 hours of sick leave under the CBA in your 2017-2018 anniversary year, then starting January 1, 2018, you will continue to accrue sick leave at your normal CBA rate (on all compensated hours) until you get to the 40 hours. At that point, you will begin accruing additional sick leave at the rate of one hour of sick leave for every 40 hours **worked** until you reach your 2018 anniversary date.

Accrual of Additional Sick Leave From Your 2018 Anniversary Date And Beyond.

Once you reach your anniversary date in 2018, you will accrue sick leave under the normal CBA rules up to the 40 hours. At that point, you will not accrue any additional sick leave until you have **worked** 1,600 hours in your anniversary year. From that point, you will earn one hour of sick leave for every 40 hours **worked** until you reach your 2019 anniversary date, and then the same system will repeat again each anniversary year going forward.

Details On Accrual, Use, Carryover and Cash Out

- This does not affect vacation accruals which will continue as normal under the CBA.
- The additional sick leave is only on hours **actually worked**.
- There is no limit to the number of additional hours of sick leave you can accrue at the 1:40 rate (working overtime will yield more sick leave accrual).
- You can use sick leave for any of the reasons in the law, and it is not counted toward attendance issues.
- All sick leave goes into one bank and the rules about cash out and carryover are the same:
 - o You can only carryover up to 40 hours from one anniversary year to the next.
 - o So, any accrued, unused sick leave at the end of an anniversary year in excess of 40 hours will be cashed out under the CBA cash out provision.