



# UNION NEWS

Union Steward

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Approved for posting,

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## Washington State Paid Family & Medical Leave; 751 Members Not Currently Covered

The new Washington State Paid Family and Medical Leave Act (PFMLA) took effect in January of this year. The new law requires employer and employee premiums. Employees and employers covered by the law began paying premiums in 2019. The premium is 0.4% of wages, and the law allows employers to deduct 63.33% of the premium from employee's pay with the remainder being paid by the employer. Covered employees can then begin taking paid family and medical leave in 2020.

**However, Machinist Union members are NOT currently covered by the PFMLA law.** This is because of a provision in the law (RCW 50A.04.235) that excludes employees covered by a collective bargaining agreement until the union contract comes open for renegotiation. Machinists and other union employees covered under union contracts at Boeing are therefore not eligible for paid family and medical leave until the parties can bargain about the issue. As part of a Union, our members enjoy the protections that come with having the right to bargain about terms and conditions of employment, including any changes to those terms and conditions. In 2024, we will have the opportunity to bargain paid family and medical leave, along with many other issues that are critical to the membership.

FMLA protections from discipline still exist for IAM members. As the new PFMLA provisions come into effect in January of 2020, the old Washington State FMLA law will expire. However, the federal FMLA law remains in effect and continues to apply for all Machinist-represented employees at Boeing. Therefore, IAM members will still be protected by the FMLA when it comes to the Company's application of its attendance standards. In addition, the Boeing policy that allows additional protected leave time for continuous pregnancy disability will remain in effect. Boeing has not indicated any intent to change this policy, but if it did, we would have the right to demand to bargain about any changes. Machinist members are also protected by the federal and state disability discrimination laws, and these that may require additional leave time when such leave constitutes a reasonable accommodation.