



**Please read carefully**, as voting to accept this Pilot will result in PERMANENT and SIGNIFICANT changes to our existing bargained leave benefits. Note that King County predicts that the Parental Leave benefit will be used by less than 2% of employees per year and is only allowed to be used once per employee. The tradeoff, losing potentially 12 weeks of family leave, affects everyone permanently.

**This is a pilot benefit for new parents. It does not provide any new leave, but rather ensures that 12 weeks of leave will be paid for all eligible employees.** Under the pilot project you must have been employed for 6 months with the county (short-term temps are excluded). You may receive up to 12 weeks of paid leave for the birth, adoption or foster-to-adoption of a child. If you have sick leave or vacation in your bank, the day that the child is born or adopted, the employee must spend all accrued paid leave first, except for one week of sick leave and one week of vacation leave. Paid Parental Leave is protected leave, meaning that your job cannot be eliminated while you are out except in budget-related layoffs. Paid parental leave will run concurrently, that is, will be deducted simultaneously, with the county’s family leave (KCFML) and federal and state family medical leave (FMLA).

If we choose to participate in this pilot, what does it mean for our benefits? Participating in the Paid Parental Leave Pilot will reduce our maximum protected leave from 30 weeks to 18 weeks, for the duration of the one-year pilot AND BEYOND. Should we choose to participate, our current leave benefits of a maximum of 30 weeks will not be reinstated, even if Paid Parental Leave is not made a permanent benefit. They will be permanently reduced to a maximum of 18 weeks.

Current benefits explained	How will our benefits CHANGE if we ACCEPT participation in the Paid Parental Leave Pilot?	What will we GAIN? What will we LOSE?
Currently you have access to 12 weeks of family medical leave (FMLA). If you qualify for FMLA, that is, you have been employed at least 12 months and worked at least 1250 hours, you are eligible for FMLA. Accrued sick and vacation can be used as FMLA , and those paid FMLA hours <b>do not reduce</b> your KCFML entitlement (see box below). If you exhaust your paid leave accruals before the	If WSNA members vote to participate in the Pilot, your FMLA will run <b>at the same time</b> as your KCFML, <b>regardless of pay status</b> , for a total of up to 18 weeks, <b>not only for the duration of the pilot, but FOREVER!</b>  Currently, when you are in a paid status on FMLA, your KCFML is not depleted. If you have 12 weeks paid time off accrued or more, your	Gain guarantee of 12 weeks paid leave for new parents only (this pilot will not provide paid leave for FMLA in general, it is specifically for new parents).  Paid FMLA hours will reduce both FMLA and KCFML leave balances at the same time, resulting in a total maximum leave benefit of only 18 weeks, a loss of up to 12



<p>12 weeks of FMLA are up, you may still take the duration of 12 weeks for FMLA, but your KCFML leave benefit begins to run concurrently as soon as you enter an unpaid status.</p>	<p>protected leave (FMLA plus KCFML) totals 30 weeks. If you have less paid leave accrued, your protected leave benefit is shorter, because once you use your paid leave accruals for FMLA (up to 12 weeks), FMLA and KFML run concurrently, shortening the leave available to you.</p>	<p>weeks unpaid KCFML, depending on leave accruals.</p>
<p>Currently you also have 18 weeks of King County family medical leave (KCFML). If you qualify for KCFML, that is, you have been employed at least 12 months and have worked 910 hours (for a 35-hour workweek) or 1040 hours (for a 40-hour work week), you are eligible for KCFML, which is unpaid. Currently, KCFML <b>does not run concurrently</b> (is not deducted from your leave balances at the same time) as FMLA (as long as you are in a paid status, which means using your accrued sick or vacation leave, or donated sick or vacation leave). If you run out of paid leave within the 12 weeks allotted for FMLA and go into an unpaid status, at that point FMLA and KCFML do run concurrently, or at the same time.</p>	<p>With the Pilot, KCFML will run at the same time as your FMLA, reducing protected leave from 30 possible weeks to 18 weeks. <b>This change will extend beyond the one-year pilot</b> and reduces our protected leave FOREVER.</p>	<p>Lose 12 weeks KCFML unpaid protected leave</p>
<p>Example 1: Currently, anyone eligible for FMLA/KCFML who has accrued 12 weeks of sick and/or vacation leave, can use all 12 weeks of FMLA. Once you have used up</p>	<p>Example 1: Under the pilot, if you are a new parent and have accrued 12 weeks paid time off, you will be required to take 11 weeks of that accrued time, and the pilot will provide one</p>	<p>Example 1 Gain: 1 week paid leave provided by pilot  Example 1 Loss: 12 weeks unpaid KCFML</p>



<p>your paid sick leave, you may go into unpaid status under KCFML for an additional 18 weeks, for a total of 30 weeks protected leave.</p>	<p>week of pay for a total of 12 weeks of pay. This 12 weeks will exhaust your FMLA benefit and spend down your KCFML at the same time, leaving you with only 6 weeks unpaid KCFML, for a total of 18 weeks leave.</p>	<p>for new parent</p>
<p>Example 2: Currently, if you only have 6 weeks of sick leave accrued, you will use up your 6 weeks for FMLA. Once you are in an unpaid status, you will enter into KCFML for 18 weeks, for a total of 24 weeks of protected leave.</p>	<p>Example 2: If you only have 6 weeks of sick leave accrued, you will be required to use 5 weeks for FMLA and the pilot will provide 7 weeks of pay for a total of 12 weeks of pay. As above, your KCFML will run concurrently, leaving you with 6 weeks of unpaid leave after your FMLA is exhausted, for a total of 18 weeks.</p>	<p>Example 2 Gain: 7 weeks paid leave provided by pilot           Example 2 Loss: 6 weeks unpaid KCFML</p>

**Please note, the county continues its contribution to your health care benefits (medical, dental and vision) for the duration of protected leave, whether paid or unpaid. However, in unpaid status, you are required to pay for enhanced benefits, such as life insurance, accidental death and dismemberment, and long-term disability premiums.**