


MEMORANDUM OF UNDERSTANDING  
Between  
NORTH THURSTON PUBLIC SCHOOLS  
And  
NORTH THURSTON INTERPRETERS ASSOCIATION

The provision of this Memorandum of Agreement (MOU) amend the provisions of the 2017-2019 Collective Bargaining Agreement (the Agreement) between the parties as set forth below in Section 4.6.2, Washington State Paid Family and Medical Leave (PFML).


The North Thurston Public Schools and North Thurston Interpreters Association agree that commencing January 1, 2020, employees shall be eligible to receive Paid Family and Medical Leave (PFML) under the Washington State Family and Medical Leave and Insurance Act. To be eligible for this leave, employees must have worked a minimum of 820 hours within the past calendar year. Such leave shall be used consecutively with the employee's other leave entitlements unless the employee elects otherwise. Commencing January 1, 2019, the employee shall pay 13% of the monthly payroll premium to fund this leave. When such leave is used for pregnancy/maternity disability, the District shall maintain health insurance benefits during periods of approved PFML leave.

Dated this 12<sup>th</sup> day of December, 2018.

For the Association:

By:   
Nicole Hanner, President  
NTIA

For the District:

By:   
Charlie Burleigh,  
Executive Director  
Human Resources