Meeting Synopsis:

1. Call to order
2. Review of the minutes from January 25, 2021
3. Update from Academic HR on:
   a. WA paid family medical leave and its integration with UW’s paid sick leave.
   b. Housing Assistance for Faculty
   c. Voluntary Retirement Incentive
   d. Retirement Patterns and Trends
   e. Covid-related questions
4. UWHRI update on:
   a. Timing and optimization of UWRP contributions
   b. UW discount on internet services
5. Good of the Order
6. Adjourn

1. Call to order

The meeting was called to order at 2:30 p.m.

2. Review of the minutes from January 25, 2021

The minutes from January 25, 2021 were approved as written.

3. Update from Academic HR on:
   a. WA paid family medical leave and its integration with UW’s paid sick leave.
   b. Housing Assistance for Faculty
   c. Voluntary Retirement Incentive
   d. Retirement Patterns and Trends
   e. Covid-related questions

Cheryl Cameron (Vice Provost of Academic Personal) and Tanya Eadie (Associate Vice Provost of Academic Personal) joined the council to discuss topics of interest.

Eadie shared a brief overview of Paid Family Medical Leave (PFML) and updates (Exhibit 1).

Cameron provided an update on the housing assistance pilot program for faculty on the Seattle campus, the VRI program, data on retirement patterns and trends from UWHRI and UW Academic Personal, and benefits access during COVID.
4. **UWHR update on:**
   a. Timing and optimization of UWRP contributions
   b. UW discount on internet services

Rachel Gatlin updated the council on UWRP contributions through Workday and noted discussions with Comcast on a proposed discount for UW have fallen through.

Kornberg offered to invite UWHR to discuss HomeTown discounted loans for UW employees at a future meeting.

5. **Good of the Order**

Chair Siegel asked members to send suggestions of agenda items for Spring meetings.

6. **Adjourn**

The meeting was adjourned at 4:02 p.m.

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*Minutes by Alexandra Portillo, xanport@uw.edu, council analyst*

**Present:**

- **Faculty Code Section 21-61 A:** Ellen Covey, Pete Johnson, Monika Sobolewska, Jason Wright, William Yuh, Stephan Siegel (chair)
- **Faculty Code Section 21-61 B:** Deci Evans, Jason Sokoloff, Charles Hirschman
- **President’s designee:** Mindy Kornberg
- **Guests:** Rachel Gatlin, Tanya Eadie, Stefanie Starkovich, Cheryl Cameron

**Absent:**

**Exhibits**

Exhibit 1 – PFML_022221
WASHINGTON STATE PAID FAMILY & MEDICAL LEAVE (PFML): UPDATES

FACULTY COUNCIL ON BENEFITS AND RETIREMENT

FEBRUARY 22, 2021
PAID FAMILY & MEDICAL LEAVE (PFML)

Program Overview

• Mandatory statewide insurance program
• Partial wage replacement benefits were available Jan 1, 2020
• Funded by premiums paid by WA state employers and employees
• Administered by the Washington state Employment Security Department (ESD)
PAID FAMILY & MEDICAL LEAVE (PFML)

Benefits
• Provide paid family and medical leave to eligible Washington state workers
• Partial paid weekly benefit is calculated by ESD: Maximum weekly benefit is $1,000

Provides:
• Up to 12 weeks of paid family or medical leave
• Up to 16 weeks when family and medical leave used in combination
• An additional 2 weeks of leave may be available as a result of pregnancy-related complications
PAID FAMILY & MEDICAL LEAVE (PFML)

Qualifying Event(s):

Family Leave
• Leave to bond with employee’s child during the first 12 months after the child’s birth, or the first 12 months after the placement of a child
• Leave to participate in providing care for a family member due to the family member’s serious health condition
• Leave because of a qualifying military exigency (as permitted under FMLA)

Medical Leave
• Any leave taken by an employee from work due to the employee’s own serious health condition
• Healthcare provider determines whether the illness/injury meets the PFML definition of “serious health condition”
PAID FAMILY & MEDICAL LEAVE (PFML)

Who is eligible to apply?
• Employees who have worked at least 820 hours in Washington state during the qualifying period
• Have experienced a qualifying event

How to apply
• Apply directly with ESD at paidleave.wa.gov
• Must provide at least 30 days notice to the University before the leave begins for a foreseeable event. If the need for a leave is not foreseeable, employees must provide notice as soon as practicable.
• Employees must be on an authorized leave of absence to file a PFML claim
• See PFML on OAP website and WA state PFML website for more details
PAID FAMILY & MEDICAL LEAVE (PFML)

• Once a faculty member has notified the UW of a PFML absence they:

  ◦ Can choose whether to use approved faculty paid sick leave allocation for paid sick time off as a **supplemental benefit** before unpaid time off
  ◦ Are not required to use their approved faculty paid sick leave before their unpaid time off
PAID FAMILY & MEDICAL LEAVE (PFML)

What are supplemental benefits?

• ESD allows employers to offer supplemental pay while on leave.

• Faculty members who choose to use approved sick leave allocation as a supplemental benefit while on PFML will receive PFML and faculty paid sick leave at the same time.

• When supplemental benefits are used during PFML, the supplemental benefits are not considered wages for PFML and the PFML deduction is not taken on those wages and are not reported to ESD.

• If faculty qualify for faculty paid sick leave time off during a PFML leave, they may receive more than 100% of their wages.
PAID FAMILY & MEDICAL LEAVE: UW FACULTY STATISTICS 2020
PAID FAMILY & MEDICAL LEAVE (PFML)

Statistics: PFML taken by faculty from 03/16/20 – 12/31/20

- 75 PFML leaves taken by 61 different faculty members
- 14 faculty members took more than one type of PFML leave
- Avg time taken = 12 weeks (min = 2 weeks; max = 26 (intermittent leave))
PAID FAMILY & MEDICAL LEAVE (PFML)

*NEW*

- As a state program, PFML provides medical and/or family leave and partial wage replacement for Washington state workers who may not otherwise qualify for other employer paid time off benefits
  - E.g., Faculty on summer hiatus (e.g., an assistant professor who is in a 9 month school with no contracted work over summer months)
  - E.g., Faculty (birth and non-birth parents) eligible for PFML family leave for the purposes of bonding with child 12 months after birth or placement of their child
Scenario: Birth mother

*Note: this is just one example of how leave types intersect with pay sources – faculty should work with AHR business partners to determine which scenario is right for their own individual circumstances

Leave types schedule

- Post-partum disability (6 weeks example)
- FMLA (12 weeks)
- PFML (16 weeks: 6 weeks medical + 10 weeks family)

Pay sources while on leave

- Faculty paid sick leave (6 weeks)
- UW Leave without pay (10 weeks unpaid)
- PFML payments (16 weeks)

Note: Time for recovery determined by healthcare provider
Scenario: Non-birth parent

*Note: this is just one example of how leave types intersect with pay sources – faculty should work with AHR business partners to determine which scenario is right for their own individual circumstances

**Leave types schedule**

- FMLA (12 weeks)
- PFML (12 weeks family)

**Pay sources while on leave**

- UW leave without pay (12 weeks unpaid)
- PFML payments (12 weeks)