

**Letter of Agreement
Between
Bellevue College
And
Bellevue College Association of Higher Education**

Washington Paid Family and Medical Leave (PFML)

Bellevue College and the Bellevue College Association of Higher Education (BCAHE) agree to begin payroll deductions for Washington State's Paid Family and Medical Leave (PFML) for faculty employees beginning on April 1, 2020.

Bellevue College and BCAHE further agree that faculty and the College will pay their respective shares of the PFML premiums, consistent with the statutory default sharing set forth in RCW 50A.10.030. For the period ending December 31, 2020, the statutory premiums total 0.4% of gross wages for covered employees, shared as follows: Bellevue College will pay the employer share of 0.147% of gross wages; and will deduct 0.253% of each faculty's gross wages. Beginning in 2021, premium rates will be adjusted annually by the State.

Bellevue College will remit the premiums to Washington State in accordance with the applicable state laws and regulations. Upon commencement of premium payments, Bellevue College faculty will be considered eligible to receive PFML benefits, consistent with state law.

Employees are responsible to file claims directly with the Employment Security Department (ESD) and payments will come from ESD, consistent with state eligibility and benefit determinations.

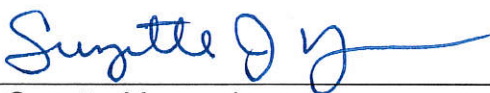
Consistent with state law, employees may choose to use PFML prior to exhausting other leave options and will not be required to exhaust personal leave prior to accessing PFML.



Sue Nightingale
President BCAHE

March 17th, 2020

Date



Suzette Yaezenko
Vice President of Human Resources

3-17-20

Date