



# Update - Stay Connected

December 12, 2019

LWEA and LWSD have come to an agreement on SEBB and PFML!!

Success! The Association and the District have come to an agreement for early implementation of the [Paid Family & Medical Leave Act](#). The agreement provides for the PFML “employee premium” to be covered (zero employee cost) through December 31, 2020, and allows teachers who have worked the 820 minimum hours required to access PFML starting January 1, 2020.

LWEA leadership wishes to thank the district for their shared interest in staff health and family care. This creative solution resulted from that shared commitment. For additional details, please see page 2.

## Election Results Are In



**Officers and Executive Committee Reps** The ballots have been counted and your voice has been heard. The following members have been elected for the 2020-21 school year:

President  
Vice President  
High School Rep  
Middle School Rep  
Intermediate Rep

Howard Mawhinney  
Katie Badger  
Rachelle Horner  
Kyla Jackson (Thompson)  
Mary Kay Weinmeister

Primary Rep  
Special Services Rep  
Specialist Rep  
Ethnic-Minority Rep

Patti Cook  
Cookie Grant-Suggs  
Marilyn Hargraves  
Cathey Hettinger

[Election Results \(cont. pg 3\)](#)

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## SEBB AND PFML Updates

### SEBB:

Since October, LWEA and LWSD have been working together to clarify and come to an understanding about the new SEBB requirements. The legislature approved funding for the new School Employee Benefits Board in the 2019 legislative session. For more back ground and information, please click this link from WEA <https://www.washingtonea.org/ourvoice/health-benefits/>.

LWEA and LWSD have reached an agreement that laid out our shared understanding of the program. The Washington State Health Care Authority assumed responsibility for many of our previous bargained benefits and set rates across the state. While we do not have local control to set our rates, we wanted to monitor the concerns of members as we enter this new system and work to mitigate those issues as we are able.

To reach this shared interest of monitoring and problem solving, LWEA and LWSD agreed to establish a Collaborative Review Committee to examine the following:

- Meet on a regular basis to assess the impact of the transition on staff;
- Problem solve around barriers or challenges to the transition;
- Reach mutual agreement on resolution to identified challenges or impacts;
- Review benefits eligibility/termination issues.

We also worked on language to help clarify how our substitute colleagues can qualify for benefits. The new rules state that any employee who works 630 hours will receive benefits. However, the hours must be worked in one district and cannot be bundled between districts. We are hopeful that the new state rules and our current benefits will encourage more substitutes to choose to Lake Washington School District. The Collaborative Review Committee will be monitoring this closely and bringing recommendations about substitutes in the Spring of 2021.

If you are interested in joining the Collaborative Review Committee, please email Howard Mawhinney at [HMawhinney@Washingtonea.org](mailto:HMawhinney@Washingtonea.org).

### Paid Family Medical Leave (PFML):

LWEA and LWSD have reached an agreement on entering the Washington Paid Family Medical Leave program (PFML)! We will have more information in the coming weeks. In the meantime, here is a link to the state website:

<https://paidleave.wa.gov/workers> and a video [https://www.youtube.com/watch?v=0PjgKhng7IM&feature=emb\\_title](https://www.youtube.com/watch?v=0PjgKhng7IM&feature=emb_title).

It was not clear in early 2019 that LWEA staff would not be able to access short term disability insurance with the introduction of the SEBB. Hearing from many members who wanted to start a family, expecting to start a family this coming year, or had family members to care for, we worked diligently for months on a solution with LWSD to help meet our shared interest of supporting staff families.

For the 2020 calendar year, LWEA and LWSD agree to use the balance of pooling money, which is outlined in Section 22 of our contract, to cover the cost of the PFML employee premium. LWSD will be responsible for covering their own portion of the program. This means LWEA members will not need to pay premiums for the coming year. The PFML program has clarified that staff can still access this benefit beginning January 1, 2020, even though they did not pay premiums in 2019.

We know there will be many questions in the coming weeks, and we will continue to share information in subsequent Updates.

LWEA Leadership would like to thank the Lake Washington School District for their shared commitment and interest in staff health and family care.

#### LWEA Office

10604 NE 38th Place, Suite 212  
Kirkland, WA

425-822-3388



#### Office Staff

Office Manager: [Terri Neely](#)

Admin Assistant:

UniServ Rep: [Katie Bishop](#)

**LWEA Officers and Executive Committee**

**President:**

[Howard Mawhinney](#)  
LWEA Office / 425-822-3388

**Vice President:**

[Katie Badger](#)  
LWEA Office / 425-822-3388

**Primary Rep:**

[Patti Cook](#)  
Rush / 425-936-2690

**Intermediate Rep:**

[Cathey Hettinger](#)  
Barton / 425-936-2480

**Middle School Rep:**

[Kyla Thompson](#)  
Finn Hill / 425-936-2340

**High School Rep:**

[Rachelle Horner](#)  
EHS / 425-936-1500

**Specialists Rep:**

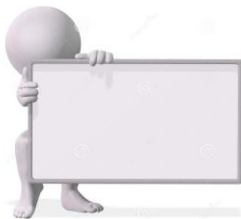
[Marilyn Hargraves](#)  
LWHS / 425-936-1700

**Special Services Rep:**

[Cookie Grant-Suggs](#)  
Rush / 425-936-2690

**Ethnic Minority Rep:**

[Maryziel Galarpe](#)  
Blackwell / 425-936-2520



**Election Results Cont.**



**The following people will represent LWEA at the NEA Rep Assembly in Atlanta:**

Howard Mawhinney	Maryziel Galarpe	Denise Radecke
Leanne Mawhinney	Patti Cook	Cathey Hettinger
Marilyn Hargraves	Cookie Grant-Suggs	Mary Kay Weinmeister
Katie Badger	Lee Ann Jackson	Miok Oh

**The following people will represent LWEA at the WEA Rep Assembly in Spokane:**

Howard Mawhinney	Denise Radecke	Sarah Cooper	Fareeha Nasir
Leanne Mawhinney	Cathey Hettinger	Jamie Teteak	John Marino
Marilyn Hargraves	Mary Kay Weinmeister	Icis Tirado	Jennifer Balke
Katie Badger	Gerry Wilson	Marisa Gonzales	Jason Wessels
Maryziel Galarpe	Miok Oh	Martha Daman	Lisa Daniels
Patti Cook	Kyla Jackson (Thompson)	Kathy Aslamy	Florinda Gorostiza
Rachelle Horner	Cookie Grant-Suggs	Hannah Sidel	Kelsey Tallquist
Lee Ann Jackson	LT Turner	Hanah Rasmussen	

*Congratulations*

And

*Thank You* for representing and being the voice of the LWEA

**LWEA Supports LWESP**



Please continue to wear your red button. Be on the lookout for more information from your rep next week.

## Marketplace

Ads are run in the Update on a first come, first served basis. All ads must include a home email and/or phone number. Send directly to [Terri Neely](#) in the LWEA office.

All ads are subject to the approval of the LWEA Executive Committee and may be edited for length.



**Dec 17**

Rep Assembly Mtg

**Dec 21**

First Day of Winter

**Dec 23 – Jan 3**

No School

Winter Break

**Jan 7**

Exec Committee Mtg

**Jan 13**

LGBTQ+

Winter Gathering



## LWEA/LGBTQ+ Affinity Group Winter Gathering

Monday January 13, 2020

4:30 to 6:30 pm

LWEA Meeting Room

10604 NE 38<sup>th</sup> PI

Kirkland

All LWEA members who identify LGBTQ+ are invited to our Winter Gathering. We will be taking the first steps on our work toward accomplishing the group's mission: to provide a safe place to share our experiences, provide mutual support, and advocate for LGBTQ+ staff, students, and families. Agenda items for the January meeting include getting to know each other and building community along with the opportunity for members to share ideas/strategies we can continue to engage in to reach our mission.

A light dinner will be provided. Please RSVP to Vicki McCarter [vmccarter@lwsd.org](mailto:vmccarter@lwsd.org)

## Our Union Brothers and Sisters are in Need

The Willapa Valley Education Association is a small local of about 25 teachers in southwest Washington. On Tuesday, they went on strike for safe classrooms, special education support, and competitive pay. The district is dug in and it's getting difficult.

We are asking you to do two things in support of our colleagues in Willapa Valley.

1) Call the district office and tell them to support their teachers and settle the strike, 360-942-5855, x3. You can leave a message over the weekend, call on Monday or do both!

2) Make a donation to the Willapa Valley EA Strike Fund. Send checks to:

Willapa Valley EA Strike Fund  
c/o WEA Chinook  
5220 Capitol Blvd SE  
Tumwater WA 98501-4419

Thank you for your help. We appreciate your solidarity. Together We Are Strong.

**FREE:** BodyTech home gym with dual weight stack, Model 950-A. Very good condition. Pictures available. Contact Kerry Bauman [bauman2@frontier.com](mailto:bauman2@frontier.com) (Kerry Bauman, Retired)