



# Update - Stay Connected

December 9, 2020

## Paid Family Medical Leave (PFML)

### Payroll Deduction Beginning January 2021

PFML is a Washington State program that gives families paid time off, for qualifying health events, if you worked 820 hours in the state of Washington in the last year. It is a state-run program and the state sets the criteria for accessing the benefit. It allows eligible Washington state workers the opportunity to receive partial wage replacement while on leave to recover from an illness or injury, bonding time for birth of a child, provide care for a family member with a serious illness, and for certain military-related events. The program is funded through a mandatory statewide payroll tax for both employees and employers. For more information, visit their website at: <https://paidleave.wa.gov/workers>

With the introduction of the SEBB medical program on January 1, 2020, LWEA members were no longer able to access short term disability insurance. Under law, the district was under no obligation to allow LWEA to participate in the PFML program since we were already under a collective bargaining agreement. The law precluded LWEA from eligibility. However, LWEA and District leadership had a shared interest in staff health and family care.

In December of 2019, the Association and the District came to an agreement for early implementation of the Paid Family & Medical Leave Act. For the 2020 calendar year, LWEA and LWSD agreed to use the balance of pooling money, which is outlined in [Section 22.2 of our contract](#), to cover the cost of the PFML employee premium. The usage of the Pool money was to cover the LWEA employee portion of the premium coverage for the period of January 1, 2020 through December 31, 2021 only, [LOU between LWSD and LWEA dated December 12, 2019](#). LWSD was responsible for covering their own portion of the program.

**This means LWEA members did not pay premiums during the 2020 calendar year yet were still able to access the benefits of the PFML program.** Between the period of January 1, 2020 thru December 7, 2020 a total of 118 LWEA members applied for and received support under the PFML program. Support was granted for 3 family care, 12 medical, 102 maternity/baby bonding and 1 unknown case.

Effective January 1, 2021, LWEA employees and the District will each be responsible for their portion of the premiums as established by law. **This means that all LWEA members will see a premium deduction beginning with their January 2021 paycheck.** Starting with your January 2021 paycheck, you will see a deduction of approximately 0.25333% of your wages under the description of "WA Paid FML". If you have questions regarding your deduction, please contact [askpayroll@lwsd.org](mailto:askpayroll@lwsd.org) after reviewing your January paycheck.

LWEA will be reviewing PFML premiums in the contract bargaining during the spring of 2021.

# LWSD Professional Learning

**Course Title:** Bite Sized Resources from the Distance Learning Playbook

**Description:** Join this 30-minute live class to learn about three quick strategies you can apply in the remote classroom right away. Following the class, participants have an opportunity to engage in a collaborative MS Teams chat to gather more resources and share ideas.

Choose one or more of the following sessions to attend:

- DLP: Engaging Learners Remotely 6-12
- DLP: Planning Remote Lessons 6-12
- DLP: Relationships K-5
- DLP: Relationships 6-12
- DLP: Feedback K-5
- DLP: Feedback 6-12

Follow the link to the [playlist on Cornerstone](#). Participants are eligible for 0.5 hours of LWSD Time Card Rate pay and clock hours (must complete two, 30 min sessions to earn one clock hour).

## Newbie Nights – Casual Gathering

**We heard your request!**

**By popular demand, the 2<sup>nd</sup> Newbie Night of the 2020-21 SY will be a casual gathering.**

**This will be a time to converse with your colleagues – so bring your questions, concerns, experience (or lack there of) and Bloopers!!**

See [NN Sip N Spill](#) for more info.

**You don't need to be a new teacher to join – everyone is welcome 😊**

## LWEA Political Action Team

We want to invite you to **LWEA's Virtual Educators' Town Hall TODAY, December 9th from 5:30-6:30** featuring our guests from the 45th District, Representatives Roger Goodman, Larry Springer, and Vandana Slatter, and Senator Manka Dhingra.

We are encouraged by Representatives Goodman and Springer's platforms and extend an invitation to all LWEA members to hear their ideas and make your voices and priorities heard!

**The Virtual Educators' Town Hall will be held over Zoom. Please RSVP at [Geraldine.Wilson@washingtonea.org](mailto:Geraldine.Wilson@washingtonea.org). Gerry will then send you the Zoom link invite!**

**LWEA Office is relocating. We will move into our Redmond location later this year.**

**425-822-3388**



### Office Staff

**Office Manager:** [Terri Neely](#)  
**Admin Assistant:** [Diana Wagner](#)  
**UniServ Rep:** [Laura-Lee Barron](#)

## 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:

[Mary Kay Weinmeister](#)  
Rockwell / 425-936-2670

### 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

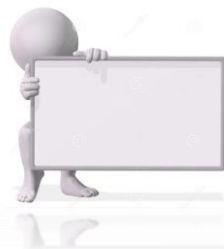
### Special Services Rep:

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

### Ethnic Minority Rep:

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

**LWEA -  
this is your union!**



## Managing Emotions in Times of Uncertainty and Stress SEL Course Webinar

On Tuesday, December 15, at 8 p.m. EST, NEA President Becky Pringle will announce a partnership between the National Education Association and Yale's National Center for Emotional Intelligence. NEA members and staff will receive an introduction and access to "Managing Emotions in Times of Uncertainty and Stress," an online course that outlines strategies for dealing with uncertainty, stress, and other emotions relevant to the current climate as well as strategies to help students manage their emotions.

Following Becky's remarks, Dr. Marc Brackett—author of the book "[Permission to Feel: Unlocking the Power of Emotions to Help Our Kids, Ourselves, and Our Society to Thrive](#)" and Director of the [Yale Center for Emotional Intelligence](#)—will help participants understand how to better manage emotions and create supportive and culturally responsive learning environments for their students. Don't miss this interactive webinar, where participants will learn and practice research-based strategies from the Yale Center for Emotional Intelligence's new course "Managing Emotions in Times of Uncertainty and Stress," available at no cost on Coursera.

**This webinar is appropriate for NEA members and State Affiliate Staff that provide instructional resources and support to members.**

Interested participants may register for the event using the following link: [https://zoom.us/webinar/register/WN\\_wXdWVZtVQqj4eqCIDLvqnA](https://zoom.us/webinar/register/WN_wXdWVZtVQqj4eqCIDLvqnA)

### Speakers:

Becky Pringle, President of the National Education Association  
Marc Brackett, PhD, Director of the Yale Center for Emotional Intelligence

## From LWSD: Weather events & internet/service Outages – What to expect

We know that our Pacific Northwest weather can be unpredictable. Please take a few minutes to review the information below so you know what to expect when there is a weather event or power outage during a school day.

### Power and internet outages: If a student/teacher experiences a power or internet outage:

- Contact your teacher or school to report the outage.
- If you lose power or connection during a Microsoft Teams class session and you are unable to connect, you should attempt to connect as soon as a connection is available.
- If your teacher is suddenly absent without notification from a Microsoft Teams class, you should leave the session and re-enter after 15 minutes. If the teacher is still absent from Microsoft Teams you may end class.
- The teacher will follow up with individual students or the class as soon as possible.
- You should take note of asynchronous activities you could do without an internet connection.
- You can also continue to work on previously assigned classwork.

### Weather events (snow days)

Snow days during remote learning will work differently than a normal school year. If snow or inclement weather affects a school day, remote instruction will continue and in-person students receiving special services will shift to all remote learning for that day. There will not be late starts due to snow or weather events.

Announcements will be made to staff and families via our SchoolMessenger system (by phone, email, and by text messaging for those signed up), district website posting, and social media postings. We will also use FlashAlert.net, which reports directly to local media and provides text alerts to anyone who signs up.

## 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. 9**

Educators' Town Hall

**Dec. 10**

EoC Gathering

**Dec. 14**

NN Gathering

**Dec. 15**

Competency Teams  
Mtg

**Dec. 21**

Winter Break!



## Educators of Color Gathering

**Connecting** Educators of Color, **Sharing** ideas/struggles and **Empowering** each other to make change.

**Who:** All Educators of Color

**When:** Dec. 10th - 4:00-5:00pm

**Where:** Join us **VIRTUALLY!** The ZOOM link will be sent to you one week prior to the meeting.

**RSVP:** to receive the virtual meeting link: [LWEA-EOC@lwsd.org](mailto:LWEA-EOC@lwsd.org)

## WEA Individual Crisis Fund

The WEA Board approved additional grants through the WEA Individual Crisis Fund for WEA members who due to COVID-19 reductions have been:

- Furloughed or experienced a loss of hours in their position, or
- Unable to work as a substitute/guest educator, or
- Unable to work as an adjunct faculty member.

Before you apply, complete a W-9 form.

- [Download, complete and save this W-9 fillable PDF](#) or [print the form from the IRS](#) and attach a scanned copy to your application (Here are [tips for saving fillable PDFs](#)).

Once you complete your W-9, attach it to your [online application](#).

If you have any questions or need assistance completing the application, please call 253-765-7093 or contact us at [WEAMemberCrisisFund@washingtonea.org](mailto:WEAMemberCrisisFund@washingtonea.org).

This one-time, temporary financial relief grant will be \$575 each. A benefit of being in a strong union like WEA is that we are united, and we support each other. We hope these funds offer some relief during these difficult times.

If you meet the eligibility requirements, please apply as soon as possible, as there are only a limited number of grants available.

Forward together,  
Larry Delaney, WEA President  
Janie White, WEA Vice President

### FOR SALE:

**Cookies:** I have been making chocolate covered Oreos in the evenings as a stress reliever after work. I've started selling them for gifts, occasions, or just because! The colors are customizable and I can write on them with chocolate letters (and glitter for an extra pop) to personalize them even more. These would be great for Christmas as well! If you have Instagram, be sure to follow me to get updated photos and options!

Don't have Instagram, you can view the page at:  
<https://www.instagram.com/dipped.elegance/?hl=en>

Contact me at: [vendynash@gmail.com](mailto:vendynash@gmail.com) or 408-334-2832 (Vendy Nashed, Sandburg)