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## MEMORANDUM OF UNDERSTANDING

Between

City of Bellingham

And

Local 1937

Guild of Pacific Northwest Employees

### 2022 Changes to the Paid Family and Medical Leave Premium

I. **PURPOSE:** The purpose of the agreement is to document the changes to the Paid Family and Medical Leave premiums enacted by the Washington State Employment Security Department.

II. **SCOPE:** This agreement covers all members of the Local 1937 bargaining unit.

III. **AGREEMENT:**

WHEREAS, in 2018, the Washington State Employment Security Department announced the Paid Family and Medical Leave tax would include a premium of 0.4% of each employee's gross wages, with 36.67% of the premium to be paid by the employer and 63.33% by the employee, beginning January 1, 2019;

WHEREAS, in 2018, City of Bellingham Human Resources informed the leadership of City bargaining units of the City's intent to implement the Paid Family and Medical Leave premium share as determined by the Washington State Employment Security Department;


WHEREAS, in 2019, City of Bellingham implemented the Paid Family and Medical Leave premium share as determined by the Washington State Employment Security Department, with the City paying 36.67% and employees paying 63.33% of the premium.

WHEREAS, in 2021 the Washington State Employment Security Department announced changes to the Paid Family and Medical Leave premium: effective January 1, 2022, the premium will increase to 0.6% of employee's gross wages, and employers with 50+ employees will pay 26.78% and employees will pay 73.22% of the premium;


NOW, THEREFORE, the parties agree that:

- The City of Bellingham will implement the Paid Family and Medical Leave premium share as determined by the Washington State Employment Security Department. In 2022, the City will pay 26.78% and employees will pay 73.22% of the premium. If changes are made to the premium share in future years, the City will implement the premium share per the employer/employee ratio determined by the Employment Security Department.

EXECUTED, this 8<sup>th</sup> day of January, 2022 for **Local 1937**:

  
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Jael Komac, President

Local 1937

  
\_\_\_\_\_  
Dean Tharp, Staff Representative  
Guild of Pacific Northwest Employees


DATED this 19 day of January, 2022 for the **CITY OF BELLINGHAM**:

  
\_\_\_\_\_  
Mayor

ATTEST:   
\_\_\_\_\_  
Finance Director

  
\_\_\_\_\_  
Human Resources Director

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Office of the City Attorney