

Interagency Committee of State Employed Women (ICSEW)

Meeting Minutes

November 19, 2019

Department of Corrections

7345 Linderson Way SW Tumwater, WA 98501

Mission: To better the lives of state employees by advising the Governor and agencies on policies that affect state employed women.

Vision: Enriching lives through advocacy, outreach, and opportunity.

Gratitude Month: Receiving Household Donations for SafePlace. Bring a donation to enter a raffle.

Suggested items: Bathrobes, towels, heating pads, electric blankets, sheets, new toys, toiletries etc.

8:00	Registration and Networking
8:10	<p>Welcome & Announcements – Jane Chapman</p> <p>The administrative budget has passed. The turnout for the vote was low and although we reached a quorum, please be sure as a representative to submit your vote in future electronic votes.</p> <p>Jane will be putting together a policy task force. The goal will be to update the policies so they are more in line with the current direction of the ICSEW.</p>
8:20	<p>Paid Family Medical Leave (PFML)</p> <p>April Amundson provided a presentation on Paid Family Medical Leave. (presentation)</p> <p>Contact information for questions on the Paid Family Medical Leave benefit</p> <p>paidleave@esd.wa.gov paidleave.wa.gov 833-717-2273</p>



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Washington Paid Family & Medical Leave



Am I eligible for benefits?

You are eligible once you have worked 820 hours in Washington during the previous year and you experience a qualifying event. You can apply for benefits starting Jan. 1, 2020.



What is my weekly benefit?

You can get up to 12 weeks of partial pay to care for yourself or a family member during illness or injury, and for maternity and paternity leave if you have a child through birth, adoption or foster placement. You can get 16 to 18 weeks in some extreme circumstances.



The weekly benefit range is up to 90 percent, depending on your income. The less you make, the higher percentage of your pay you get.

Is my job protected while I take leave?

Employees covered by the state program are entitled to job restoration when returning from leave if they:

Work for an employer with 50 or more employees.



Have worked for that employer for 12 months or longer.

Have worked at least 1250 hours for that employer in the past 12 months.



How much does it cost?

If your annual salary is \$50,000, you will pay about \$2.44 per week. The premium is 0.4% of an employee's gross wages and is shared by the employee and employer. Premium collection began Jan. 1, 2019.



When does this begin?



For more information visit paidleave.wa.gov

UPDATED 10/2019

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9:05	Break
9:10	<p>Legislative Process 101</p> <p>Karen Fraser provided a summary of the Legislature 101 class she taught at Evergreen College. She talked about different types of controversies over facts and information, difference of opinion and the competition for power. The US government is structured to work through these controversies. She asked everyone to draw an organization chart showing authority relationships between: Federal, Tribal, State, Local governments and international treaties.</p> <p>Recommended Reading:</p> <p><i>Federalist Paper X (1787), The US Constitution, Article 1, section 8, The Bill of Rights and 14th Amendment</i></p> <p>Karen discussed the hierarchy of power and listed them in this order:</p> <ol style="list-style-type: none">1. The US Constitution2. Statutes – passed by legislature and congress but must be consistent with the US Constitution3. Agency rules and regulations must be consistent with statutes. <p>Washington State has 49 senators and 98 members of the house representatives. Karen reviewed the process of a bill, who can introduce one and the cut off dates that a bill is required to meet before it dies.</p> <p>Excellent legislative information sources:</p> <p>www.leg.wa.gov</p> <p>Legislative hotline, 800-562-6000 leave messages for your legislators and the governor</p> <p>Legislative information center, 360-786-7573 Located at Rm 110 of the legislative building, and offer training on how to use the legislative website</p> <p>Television Washington (TVW) www.TVW.org Channel 23 in the Olympia area. Includes online archives of past legislative hearings and floor action on individual bills</p>



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	Washington State Public Disclosure Commission www.pdc.wa.gov Financial information about public officials, campaigns and lobbyists.
10:40	Break
10:45	How You Can Be Involved in the 2019-20 Legislative Session Nick Streuli gave an overview of the 2020 legislative session. (presentation) which runs from January 13, 2020 thru March 13, 2020. Much of the discussion during this session will be directed toward the transportation budget and specifically the two following items: <ul style="list-style-type: none">• I-976 (\$30 car tabs) approved by votes resulting in \$1.9 billion decrease in revenue.• Culvert Funding, an executive order that will cost \$3.7 billion to fix. A few other areas the Nick highlighted. The Long-Term Care Trust Act effective January 2020, the plan will cost each employee 0.58% of wages and the employee pays for 100% of the plan with no employer contribution. Changes to PFML Act will include a casual labor exemption, i.e. baby-sitting example. The total percentage paid to the plan is 0.4% of monthly wages. The employer pays 30% and the employee pays 70%. Nick Streuli Legislative Director Employment Security Department 360-485-5175 nstreuli@esd.wa.gov
11:40	Working LUNCH – RAIN Panel
	RAIN Panel included Mo Taber, Joy Crouse, Ayanna Colman and lead by Allison Spector Allison provided an overview of the RAIN BRG create safe and inclusive workplaces where every LGBTQ+ employee can bring their full authentic self to work, enabling them to do their best work every day for the people of Washington. There are six active BLS groups comprised of individuals who share common interest or characteristic and any Washington State employee can work within these BRG groups during work hours pending supervisor approval.

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RAIN has the following meetings planned

- Nov 21, 2019 at 2pm at the Department of Labor and Industries.
- Governor Inslee will attend the January 2020 meeting.

The panel took questions from the group, shared experiences, gave ideas for problem solving and shared terminology meaning.

[Gender Unicorn](#) is an excellent resource from Trans Student Educational Resources (TSER) to help educate individuals about gender Identity, gender expression, sex assigned at birth and attraction.

What does LTGBQ Plus stand for: Lesbian, Transgendered, Gay, Bisexual, Queer, and Plus is for QIAAT which stands for Questioning, Intersex, Asexual, Ally, and Two Spirit. Two Spirit is a term that exclusively for individuals who are native and it refers to one person having both the feminine and masculine spirits within their body. ([terms guide](#))

The panel discussed pronouns. A question raised about what to do if you refer to someone with the incorrect pronouns and how to ask what someone's pronouns are. If you make a mistake, and everyone does, acknowledge the mistake, apologize and find out how the individual wants to be addressed. How do you ask someone what their pronouns are? An option is to introduce yourself and give your pronouns. This allows the person you are interacting with to give their name and pronouns. Another option is to ask a person what their pronouns are and always respect those with whom you are interacting.



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Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

Design by Landyn Pan
transstudent.tumblr.com
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For more information,
go to transstudent.org/graphics

TSER
Trans Student Educational Resources

Resources:



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Oh no, someone left their cell phone.

Dang, I wonder if they'll miss it?

Of course they will. *It's their phone.*

Not what I meant. I was wondering if they'll miss it in time to come back for it before the shop closes.

I hope so, for their sake.

**YOU ALREADY KNOW HOW
TO USE SINGULAR *THEY*.**

When a nonbinary person asks you to use "they"
as their pronoun, you can handle it.

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	<p>http://pflag-olympia.org/ For parents who have children who have come out, are maybe not out yet, or parents who are wondering about if their kids are GLBTQ+; pflag is a wonderful resource to help support parents and answer questions.</p> <p>Joy and Mo offered to have conversations with anyone who may have more questions.</p> <p>Monya.tabor@des.wa.gov Joy.crouse@dnr.wa.gov</p>
1:00	Subcommittee work – All Membership
2:00	<p>Report out:</p> <p>Treasurer – Kyla Bennett Marshall provided the balance of accounts as of Oct 31, 2019 at \$148,625.00.</p> <p>Partnerships – Allison Spector provided an overview of partnerships subcommittee shifting focus toward an effort that Kelly has been championing to create a new BRG with a focus on those formerly incarcerated. The subcommittee also discussed how to engage with the East side of Washington State, which has proven to be challenging.</p> <p>Communications – Rachel Friederich provided an overview of the communications subcommittee, the results of website survey, and that current work is focusing on pricing options. The subcommittee is close to a recommendation prepared in time for the December Executive Board meeting. Rachel also discussed workflow plan development focused on how to find materials and information easily.</p> <p>Mentorship – Ayanna Colman gave an overview of the mentorship subcommittee and the roll out of the mentorship pilot program for all members of ICSEW planned for launch in Feb 2020 for a 6-month pilot. Currently they are looking for a sponsor to support the pilot and are planning to meet with the Director of the Women’s Commission, Michelle Gonzalez</p> <p>There is focus on proposed guidelines based on the survey from the summer of 2019 to assist with building relationships organically between mentee and mentor with some structure. It is important that there is value in the process The subcommittee will have those guidelines ready to review in the January meeting and ready for a February 2020 launch of the program.</p>

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Membership – Marianne McIntosh reviewed that she is working on delegation and that members of the membership subcommittee are taking active roles in the areas of onboarding new members and learning to set up catering, reservations etc.

Legislative and Policy – Cheryl Flynn thanked Nick for presenting today and expressed that she appreciated his knowledge and assistance. The legislative and policy subcommittee are coming into their busy season and will provide information on 50 to 100 bills. They will post on the ICSEW website and track the bills, providing alerts and information how to find them. Cheryl asked anyone to bring topics of interest to her and the subcommittee and the group will add those items to the weekly activities.

Professional Development – Debbie Baker gave an overview of the professional development subcommittee, focused on the professional development conference 2020. They are currently vetting a list of speakers and announced that Dr. Johnson will be the keynote speaker. Scheduled work is taking place but the subcommittee is not ready to disclose any details. Beth Archer is the new the co-chair.

2:25 **Closing Remarks**

