



1415 Freeway Drive | Mount Vernon, Washington 98273 | (360) 424-7104 | SkagitPUD.org

December 9, 2025

MEMORANDUM

TO: George Sidhu, P.E., General Manager
FROM: Kathy White, Human Resources Manager
SUBJECT: Approval of Revised Policy No. 1002, Short Term Disability Benefit

Requested Action:

Approve and authorize general manager to sign Policy No. 1002, Short Term Disability Benefit.

Background:

When Paid Family and Medical Leave (PFML) was enacted by Washington state statute in 2017, the PUD had a short-term disability policy in place that provided more generous benefits. For that reason, the PUD opted to provide a voluntary plan to cover employee benefits. Since our voluntary plan was approved, we have reviewed the plan regularly to ensure it was in compliance with changes that have been made to the statute.

The policy has been updated to reflect the required changes at this time, which is an eligibility change from hours needed to qualify (previously 965), to days (180 calendar days). This is mainly to provide benefits to part-time employees who would otherwise take a long time to qualify.

We also made a few other minor administrative language changes, which are reflected in the tracked changes version included.

Fiscal Impact:

Because the PUD does not typically employ part time employees, this will not be a substantive change or cost for us. We do not anticipate any additional costs at this time.

Enclosures:

1. [1002 Short Term Disability Benefit \(DRAFT\) Clean](#)
2. [1002 Short Term Disability Benefit \(DRAFT\) Redlined](#)