
HOUSE BILL 1234

State of Washington 53rd Legislature 1993 Regular Session

By Representative Anderson

Read first time 01/20/93. Referred to Committee on State Government.

1 AN ACT Relating to sick leave; and amending RCW 41.04.340.

2 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

3 **Sec. 1.** RCW 41.04.340 and 1991 c 249 s 1 are each amended to read
4 as follows:

5 (1) An attendance incentive program is established for all eligible
6 employees. As used in this section the term "eligible employee" means
7 any employee of the state, other than teaching and research faculty at
8 the state and regional universities and The Evergreen State College,
9 entitled to accumulate sick leave and for whom accurate sick leave
10 records have been maintained. No employee may receive compensation
11 under this section for any portion of sick leave accumulated at a rate
12 in excess of one day per month. The state and regional universities
13 and The Evergreen State College shall maintain complete and accurate
14 sick leave records for all teaching and research faculty.

15 (2) In January of the year following any year in which a minimum of
16 sixty days of sick leave is accrued, and each January thereafter, any
17 eligible employee may receive remuneration for unused sick leave
18 accumulated in the previous year at a rate equal to (~~one~~) two day's
19 monetary compensation of the employee for each four full days of

1 accrued sick leave in excess of sixty days. Sick leave for which
2 compensation has been received shall be deducted from accrued sick
3 leave at the rate of four days for every (~~one~~) two day's monetary
4 compensation.

5 (3) At the time of separation from state service due to retirement
6 or death, an eligible employee or the employee's estate may elect to
7 receive remuneration at a rate equal to (~~one~~) two day's current
8 monetary compensation of the employee for each four full days of
9 accrued sick leave.

10 (4) Pursuant to this subsection, in lieu of cash remuneration the
11 state may, with equivalent funds, provide eligible employees with a
12 benefit plan providing for reimbursement of medical expenses. The
13 committee for deferred compensation shall develop any benefit plan
14 established under this subsection, but may offer and administer the
15 plan only if (a) each eligible employee has the option of whether to
16 receive cash remuneration or to have his or her employer transfer
17 equivalent funds to the plan; and (b) the committee has received an
18 opinion from the United States internal revenue service stating that
19 participating employees, prior to the time of receiving reimbursement
20 for expenses, will incur no United States income tax liability on the
21 amount of the equivalent funds transferred to the plan.

22 (5) Remuneration or benefits received under this section shall not
23 be included for the purpose of computing a retirement allowance under
24 any public retirement system in this state.

25 (6) With the exception of subsection (~~(3)~~) (4) of this section,
26 this section shall be administered, and rules shall be promulgated to
27 carry out its purposes, by the state personnel board and the higher
28 education personnel board for persons subject to chapters 41.06 and
29 28B.16 RCW, respectively, and by their respective personnel authorities
30 for other eligible employees: PROVIDED, That determination of classes
31 of eligible employees shall be subject to approval by the office of
32 financial management.

33 (7) Should the legislature revoke any remuneration or benefits
34 granted under this section, no affected employee shall be entitled
35 thereafter to receive such benefits as a matter of contractual right.

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