

# FINAL BILL REPORT

## 3SHB 1381

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C 176 L 96

Synopsis as Enacted

**Brief Description:** Sharing leave and personal holiday time.

**Sponsors:** House Committee on Government Operations (originally sponsored by Representatives Dyer, Brumsickle, Patterson, Campbell, Brown, Hankins, Chopp, Schoesler, Romero, Chandler, Robertson, Mitchell, G. Fisher, Sheahan, Poulsen, Thibaudeau, H. Sommers, Kessler, Mielke, Honeyford, Kremen, Wolfe, Boldt and Conway).

**House Committee on Government Operations**  
**Senate Committee on Labor, Commerce & Trade**  
**Senate Committee on Ways & Means**

### **Background:**

#### Original Shared Leave Program

The Washington State leave-sharing program was established in 1989 for state employees, including employees of school districts, education service districts, and institutions of higher education.

Under this program, an employee may transfer a portion of his or her accrued **annual leave** to another employee who suffers from, or has a relative or household member suffering from, illness, impairment or conditions that are of an extraordinary or severe nature and which has caused, or is likely to cause, the employee to go on leave without pay status or to terminate state employment.

An employee may transfer annual leave only if, after the transfer, the transferring employee retains at least 10 days of annual leave.

The transfer of leave may be made to another employee in the same agency, or, with the approval of the heads of both agencies, to an employee of another state agency. Provisions are made for the transfer of moneys between agencies to take cognizance of the transfers. However, transfers of leave to or from an employee of a school district or education service district are allowed only with other employees of the same school district or education service district.

#### 1990 Changes

In 1990, the Washington State shared-leave program was altered so that an employee of a community college, school district, or education service district who does not accrue annual leave may transfer **sick leave** to another employee under the same conditions that state employees are authorized to transfer accrued annual leave. Such an employee of a community college may transfer sick leave to any state employee who is eligible to receive leave transfers, but an employee of a school district or education service district may transfer sick leave only to another employee of the same school district or education service district.

An employee may transfer sick leave only if, after the transfer, the employee retains at least 60 days of sick leave.

**Summary:** The Washington State shared-leave program is altered to allow a state employee to transfer unused sick leave to another state employee, if after the transfer, the employee retains at least 480 hours of unused sick leave, and to allow a state employee to transfer his or her personal holiday.

Employees of institutions of higher education who do not accumulate annual leave are authorized to transfer sick leave to other employees of the same institution on the same basis as employees of community colleges who do not accumulate annual leave.

The Legislative Budget Committee will study leave transfers authorized under this legislation and report to the Legislature on or before December 31, 1997.

**Votes on Final Passage:**

House	91	5
Senate	43	5

**Effective:** June 6, 1996