
SECOND SUBSTITUTE SENATE BILL 6811

State of Washington

56th Legislature

2000 Regular Session

By Senate Committee on Ways & Means (originally sponsored by Senators Kohl-Welles, Jacobsen, Shin, B. Sheldon, Winsley, McAuliffe, Roach, Thibaudeau, Spanel, Bauer and Goings)

Read first time 02/08/2000.

1 AN ACT Relating to sick leave and leave sharing for part-time
2 academic employees of community and technical colleges; amending RCW
3 28B.50.489 and 28B.50.551; adding a new section to chapter 28B.50 RCW;
4 adding a new section to chapter 28B.52 RCW; and creating a new section.

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

6 NEW SECTION. **Sec. 1.** A new section is added to chapter 28B.50 RCW
7 to read as follows:

8 (1) Part-time academic employees of community and technical
9 colleges shall receive sick leave to be used for the same illnesses,
10 injuries, bereavement, and emergencies as full-time academic employees
11 at the college in proportion to the individual's teaching commitment at
12 the college.

13 (2) The provisions of RCW 41.04.665 shall apply to leave sharing
14 for part-time academic employees who accrue sick leave under subsection
15 (1) of this section.

16 (3) The provisions of RCW 28B.50.553 shall apply to remuneration
17 for unused sick leave for part-time academic employees who accrue sick
18 leave under subsection (1) of this section.

1 **Sec. 2.** RCW 28B.50.489 and 1996 c 120 s 1 are each amended to read
2 as follows:

3 For the purposes of determining eligibility of state-mandated
4 insurance (~~and~~), retirement benefits under RCW 28B.10.400, and sick
5 leave for part-time academic employees in community and technical
6 colleges, the following definitions shall be used:

7 (1) "Full-time academic workload" means the number of in-class
8 teaching hours that a full-time instructor must teach to fulfill his or
9 her employment obligations in a given discipline in a given college.
10 If full-time academic workload is defined in a contract adopted through
11 the collective bargaining process, that definition shall prevail. If
12 the full-time workload bargained in a contract includes more than in-
13 class teaching hours, only that portion that is in-class teaching hours
14 may be considered academic workload.

15 (2) "In-class teaching hours" means contact classroom and lab hours
16 in which full or part-time academic employees are performing
17 contractually assigned teaching duties. The in-class teaching hours
18 shall not include any duties performed in support of, or in addition
19 to, those contractually assigned in-class teaching hours.

20 (3) "Academic employee" in a community or technical college means
21 any teacher, counselor, librarian, or department head who is employed
22 by a college district, whether full or part-time, with the exception of
23 the chief administrative officer of, and any administrator in, each
24 college district.

25 (4) "Part-time academic workload" means any percentage of a full-
26 time academic workload for which the part-time academic employee is not
27 paid on the full-time academic salary schedule.

28 **Sec. 3.** RCW 28B.50.551 and 1995 c 119 s 1 are each amended to read
29 as follows:

30 The board of trustees of each college district shall adopt for each
31 community and technical college under its jurisdiction written policies
32 on granting leaves to employees of the district and those colleges,
33 including but not limited to leaves for attendance at official or
34 private institutions and conferences; professional leaves for personnel
35 consistent with the provisions of RCW 28B.10.650; leaves for illness,
36 injury, bereavement, and emergencies, consistent with section 1 of this
37 act, and except as otherwise in this section provided, all with such
38 compensation as the board of trustees may prescribe, except that the

1 board shall grant to all such persons leave with full compensation for
2 illness, injury, bereavement and emergencies as follows:

3 (1) For persons under contract to be employed, or otherwise
4 employed, for at least three quarters, not more than twelve days per
5 year, commencing with the first day on which work is to be performed;
6 provisions of any contract in force on June 12, 1980, which conflict
7 with requirements of this subsection shall continue in effect until
8 contract expiration; after expiration, any new contract executed
9 between the parties shall be consistent with this subsection;

10 (2) Such leave entitlement may be accumulated after the first
11 three-quarter period of employment for full-time employees and for
12 part-time academic employees may accumulate after the first quarter of
13 employment by a college district, and may be taken at any time;

14 (3) Leave for illness, injury, bereavement and emergencies
15 heretofore accumulated pursuant to law, rule, regulation or policy by
16 persons presently employed by college districts and community and
17 technical colleges shall be added to such leave accumulated under this
18 section;

19 (4) Except as otherwise provided in this section or other law,
20 accumulated leave under this section not taken at the time such person
21 retires or ceases to be employed by college districts or community and
22 technical colleges shall not be compensable;

23 (5) Accumulated leave for illness, injury, bereavement and
24 emergencies shall be transferred from one college district to another
25 or between a college district and the following: Any state agency, any
26 educational service district, any school district, or any other
27 institution of higher education as defined in RCW 28B.10.016;

28 (6) Leave accumulated by a person in a college district or
29 community and technical college prior to leaving that district or
30 college may, under the policy of the board of trustees, be granted to
31 such person when he or she returns to the employment of that district
32 or college; and

33 (7) Employees of the Seattle Vocational Institute are exempt from
34 this section until July 1, 1993.

35 NEW SECTION. Sec. 4. A new section is added to chapter 28B.52 RCW
36 to read as follows:

37 With respect to the community and technical colleges part-time
38 academic employees, the permissible scope of collective bargaining

1 under this chapter shall be governed by section 1 of this act and RCW
2 28B.50.489.

3 NEW SECTION. **Sec. 5.** Nothing contained in this act may be
4 construed to alter any existing collective bargaining unit of the
5 provisions of any existing collective bargaining agreement.

--- END ---