
HOUSE BILL 2527

State of Washington

59th Legislature

2006 Regular Session

By Representatives Nixon and Talcott

Read first time 01/10/2006. Referred to Committee on State Government Operations & Accountability.

1 AN ACT Relating to state employees; and amending RCW 41.06.490.

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

3 **Sec. 1.** RCW 41.06.490 and 2002 c 354 s 223 are each amended to
4 read as follows:

5 (1) In addition to the rules adopted under RCW 41.06.150, the
6 director shall adopt rules establishing a state employee return-to-work
7 program. The program shall, at a minimum:

8 (a) Direct each agency to adopt a return-to-work policy. The
9 program shall allow each agency program to take into consideration the
10 special nature of employment in the agency;

11 (b) Provide for eligibility in the return-to-work program, for a
12 minimum of two years from the date the temporary disability commenced,
13 for any permanent employee who is receiving compensation under RCW
14 51.32.090 and who is, by reason of his or her temporary disability,
15 unable to return to his or her previous work, but who is physically
16 capable of carrying out work of a lighter or modified nature;

17 (c) Allow opportunity for return-to-work statewide when appropriate
18 job classifications are not available in the agency that is the
19 appointing authority at the time of injury;

1 (d) Require each agency to name an agency representative
2 responsible for coordinating the return-to-work program of the agency;

3 (e) Provide that applicants receiving appointments for classified
4 service receive an explanation of the return-to-work policy;

5 (f) Require training of supervisors on implementation of the
6 return-to-work policy, including but not limited to assessment of the
7 appropriateness of the return-to-work job for the employee; (~~and~~)

8 (g) Coordinate participation of applicable employee assistance
9 programs, as appropriate; and

10 (h) Direct each agency to allow state employees, called to active
11 duty with any branch of the United States military, to return to work
12 with credit for the periodic increment date for that time served on
13 active military duty. For purposes of this subsection (1)(h),
14 "periodic increment date" has the same meaning as defined in WAC 357-
15 28-050 as it exists on the effective date of this section.

16 (2) The agency full-time equivalents necessary to implement the
17 return-to-work program established under this section shall be used
18 only for the purposes of the return-to-work program and the net
19 increase in full-time equivalents shall be temporary.

--- END ---