
SENATE BILL 6695

State of Washington

61st Legislature

2010 Regular Session

By Senators Fraser, Pridemore, Swecker, and Hobbs

Read first time 01/21/10. Referred to Committee on Government Operations & Elections.

1 AN ACT Relating to the leave sharing program; and amending RCW
2 41.04.665.

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

4 **Sec. 1.** RCW 41.04.665 and 2008 c 36 s 3 are each amended to read
5 as follows:

6 (1) An agency head may permit an employee to receive leave under
7 this section if:

8 (a)(i) The employee suffers from, or has a relative or household
9 member suffering from, an illness, injury, impairment, or physical or
10 mental condition which is of an extraordinary or severe nature;

11 (ii) The employee has been called to service in the uniformed
12 services;

13 (iii) A state of emergency has been declared anywhere within the
14 United States by the federal or any state government and the employee
15 has needed skills to assist in responding to the emergency or its
16 aftermath and volunteers his or her services to either a governmental
17 agency or to a nonprofit organization engaged in humanitarian relief in
18 the devastated area, and the governmental agency or nonprofit
19 organization accepts the employee's offer of volunteer services; or

1 (iv) The employee is a victim of domestic violence, sexual assault,
2 or stalking;

3 (b) The illness, injury, impairment, condition, call to service,
4 emergency volunteer service, or consequence of domestic violence,
5 sexual assault, or stalking has caused, or is likely to cause, the
6 employee to:

7 (i) Go on leave without pay status; or

8 (ii) Terminate state employment;

9 (c) The employee's absence and the use of shared leave are
10 justified;

11 (d) The employee has depleted or will shortly deplete his or her:

12 (i) Annual leave and sick leave reserves if he or she qualifies
13 under (a)(i) of this subsection;

14 (ii) Annual leave and paid military leave allowed under RCW
15 38.40.060 if he or she qualifies under (a)(ii) of this subsection; or

16 (iii) Annual leave if he or she qualifies under (a)(iii) or (iv) of
17 this subsection;

18 (e) The employee has abided by agency rules regarding:

19 (i) Sick leave use if he or she qualifies under (a)(i) or (iv) of
20 this subsection; or

21 (ii) Military leave if he or she qualifies under (a)(ii) of this
22 subsection; and

23 (f) The employee has diligently pursued and been found to be
24 ineligible for benefits under chapter 51.32 RCW if he or she qualifies
25 under (a)(i) of this subsection.

26 (2) The agency head shall determine the amount of leave, if any,
27 which an employee may receive under this section. However, an employee
28 shall not receive a total of more than ~~((two hundred sixty-one))~~ the
29 following number of days of leave~~((, except that))~~: (a) For an
30 employee with fewer than ten years of service, two hundred sixty-one
31 days; (b) for an employee with at least ten but fewer than twenty years
32 of service, five hundred twenty-two days; and (c) for an employee with
33 twenty or more years of service, seven hundred eighty-three days.
34 Shared leave received under the uniformed service shared leave pool in
35 RCW 41.04.685 is not ~~((included in this total))~~ subject to the
36 limitations under (a) through (c) of this subsection.

37 (3) An employee may transfer annual leave, sick leave, and his or
38 her personal holiday, as follows:

1 (a) An employee who has an accrued annual leave balance of more
2 than ten days may request that the head of the agency for which the
3 employee works transfer a specified amount of annual leave to another
4 employee authorized to receive leave under subsection (1) of this
5 section. In no event may the employee request a transfer of an amount
6 of leave that would result in his or her annual leave account going
7 below ten days. For purposes of this subsection (3)(a), annual leave
8 does not accrue if the employee receives compensation in lieu of
9 accumulating a balance of annual leave.

10 (b) An employee may transfer a specified amount of sick leave to an
11 employee requesting shared leave only when the donating employee
12 retains a minimum of one hundred seventy-six hours of sick leave after
13 the transfer.

14 (c) An employee may transfer, under the provisions of this section
15 relating to the transfer of leave, all or part of his or her personal
16 holiday, as that term is defined under RCW 1.16.050, or as such
17 holidays are provided to employees by agreement with a school
18 district's board of directors if the leave transferred under this
19 subsection does not exceed the amount of time provided for personal
20 holidays under RCW 1.16.050.

21 (4) An employee of an institution of higher education under RCW
22 28B.10.016, school district, or educational service district who does
23 not accrue annual leave but does accrue sick leave and who has an
24 accrued sick leave balance of more than twenty-two days may request
25 that the head of the agency for which the employee works transfer a
26 specified amount of sick leave to another employee authorized to
27 receive leave under subsection (1) of this section. In no event may
28 such an employee request a transfer that would result in his or her
29 sick leave account going below twenty-two days. Transfers of sick
30 leave under this subsection are limited to transfers from employees who
31 do not accrue annual leave. Under this subsection, "sick leave" also
32 includes leave accrued pursuant to RCW 28A.400.300(2) or 28A.310.240(1)
33 with compensation for illness, injury, and emergencies.

34 (5) Transfers of leave made by an agency head under subsections (3)
35 and (4) of this section shall not exceed the requested amount.

36 (6) Leave transferred under this section may be transferred from
37 employees of one agency to an employee of the same agency or, with the
38 approval of the heads of both agencies, to an employee of another state

1 agency. However, leave transferred to or from employees of school
2 districts or educational service districts is limited to transfers to
3 or from employees within the same employing district.

4 (7) While an employee is on leave transferred under this section,
5 he or she shall continue to be classified as a state employee and shall
6 receive the same treatment in respect to salary, wages, and employee
7 benefits as the employee would normally receive if using accrued annual
8 leave or sick leave.

9 (a) All salary and wage payments made to employees while on leave
10 transferred under this section shall be made by the agency employing
11 the person receiving the leave. The value of leave transferred shall
12 be based upon the leave value of the person receiving the leave.

13 (b) In the case of leave transferred by an employee of one agency
14 to an employee of another agency, the agencies involved shall arrange
15 for the transfer of funds and credit for the appropriate value of
16 leave.

17 (i) Pursuant to rules adopted by the office of financial
18 management, funds shall not be transferred under this section if the
19 transfer would violate any constitutional or statutory restrictions on
20 the funds being transferred.

21 (ii) The office of financial management may adjust the
22 appropriation authority of an agency receiving funds under this section
23 only if and to the extent that the agency's existing appropriation
24 authority would prevent it from expending the funds received.

25 (iii) Where any questions arise in the transfer of funds or the
26 adjustment of appropriation authority, the director of financial
27 management shall determine the appropriate transfer or adjustment.

28 (8) Leave transferred under this section shall not be used in any
29 calculation to determine an agency's allocation of full time equivalent
30 staff positions.

31 (9) The value of any leave transferred under this section which
32 remains unused shall be returned at its original value to the employee
33 or employees who transferred the leave when the agency head finds that
34 the leave is no longer needed or will not be needed at a future time in
35 connection with the illness or injury for which the leave was
36 transferred or for any other qualifying condition. Before the agency
37 head makes a determination to return unused leave in connection with an
38 illness or injury, or any other qualifying condition, he or she must

1 receive from the affected employee a statement from the employee's
2 doctor verifying that the illness or injury is resolved. To the extent
3 administratively feasible, the value of unused leave which was
4 transferred by more than one employee shall be returned on a pro rata
5 basis.

6 (10) An employee who uses leave that is transferred to him or her
7 under this section may not be required to repay the value of the leave
8 that he or she used.

9 (11) The director of personnel may adopt rules as necessary to
10 implement subsection (2)(a) through (c) of this section.

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