

FINAL BILL REPORT

HB 2557

C 177 L 16
Synopsis as Enacted

Brief Description: Addressing the return of unused shared leave.

Sponsors: Representatives S. Hunt and Reykdal.

House Committee on State Government
Senate Committee on Government Operations & Security

Background:

In 1989 a leave sharing program was established for state and school district employees. The leave sharing program allows employees who have exhausted their accrued paid leave to use additional paid leave donated by their colleagues under certain qualifying circumstances.

An employee may benefit from the leave sharing program if he or she suffers from personal illness or injury; is caring for a sick or injured family or household member; is the victim of domestic violence, sexual assault, or stalking; has been called into military service; or is responding in service to a devastated area in a declared emergency or its aftermath. In order to qualify for the leave program, one of these circumstances must have caused or is likely to cause the employee to go on leave-without-pay status or to terminate employment.

The amount of shared leave an employee may receive is determined by the agency head and may not exceed the requested amount, up to a maximum of 522, days unless extraordinary circumstances apply.

If donated leave is unused and is no longer needed by the employee, the unused leave is returned to the donor. In order to return unused leave, the agency head must determine that the leave is no longer needed or will not be needed in the future in connection to the original or any other qualifying condition. Before making a determination to return unused leave donated due to an illness or injury, the agency head must receive a statement from the affected employee's doctor verifying that the illness or injury is resolved.

Summary:

Unused shared leave may be returned when an employee is released to full-time employment, has not received medical treatment for a qualifying condition for at least six

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months, and the employee's doctor has declined the employee's request for a statement indicating the employee's condition has been resolved.

If an employee has a closed shared leave account and subsequently needs to use shared leave due to the same condition, the agency head must approve a new shared leave request for the employee.

Votes on Final Passage:

House	96	0
Senate	48	0

Effective: June 9, 2016