

**WAC 357-58-438 What is the impact of a layoff?** Layoff is an employer-initiated action taken in accordance with WAC 357-58-445 that results in:

- (1) Separation from service with an employer;
- (2) Employment in a WMS position with a lower salary standard or evaluation points or a WGS position with a lower salary range maximum;  
or
- (3) Reduction in the number of work hours.

[Statutory Authority: Chapter 41.06 RCW and RCW 41.06.150. WSR 19-11-136, § 357-58-438, filed 5/22/19, effective 7/1/19. Statutory Authority: Chapter 41.06 RCW. WSR 06-03-075, § 357-58-438, filed 1/12/06, effective 2/13/06.]