

**WAC 357-19-285 What happens to an employee who fails to progress satisfactorily through an in-training plan?**

This table is used to determine what happens when an employee appointed to an in-training position fails to satisfactorily progress through the in-training plan.		
<b>Type of In-Training Position:</b>		
	<b>Class Series:</b> All positions in the class series are designated as in-training positions by the employer	<b>Individual position:</b> The individual position is designated as an in-training position
<b>Employee Status:</b>		
<b>Employee in Probationary Period</b>	→ The employee must be separated in accordance with WAC 357-46-185.	→ The employee must be separated in accordance with WAC 357-46-185.
<b>Employee in Trial Service Period</b>	<i>If the employee WAS PERMANENT before the in-training appointment:</i> → The employee has reversion rights in accordance with WAC 357-19-115 through 357-19-117 to the class the employee held permanent status in before the in-training appointment. <i>If the employee was NOT PERMANENT before the in-training appointment:</i> → The employee must be dismissed under the provisions of WAC 357-40-010.	→ The employee has reversion rights in accordance with WAC 357-19-115 through 357-19-117 to the class in which the employee was most recently permanent.
<b>Employee achieved permanent status in job class of the current in-training step but is failing to progress to the next step</b>	<i>If the employee WAS PERMANENT before the in-training appointment:</i> → The employee has reversion rights in accordance with WAC 357-19-115 through 357-19-117 to the class the employee held permanent status in before the in-training appointment. <i>If the employee was NOT PERMANENT before the in-training appointment:</i> → The employee must be dismissed under the provisions of WAC 357-40-010.	→ The employee is removed from the in-training position and has reversion rights in accordance with WAC 357-19-115 through 357-19-117. The employee has reversion rights to a position, if available, in the class in which the employee currently holds permanent status.

[Statutory Authority: Chapter 41.06 RCW. WSR 09-11-067, § 357-19-285, filed 5/14/09, effective 6/16/09; WSR 06-15-065, § 357-19-285, filed 7/13/06, effective 8/14/06; WSR 05-01-206, § 357-19-285, filed 12/21/04, effective 7/1/05.]