Washington State
House of Representatives
Office of Program Research

BILL
ANALYSIS

State Government & Tribal Affairs Committee

ESSB 6724

Brief Description: Addressing the shared leave program.

Sponsors: Senate Committee on Government Operations & Elections (originally sponsored by Senators Kilmer, Kauffman, Eide, Berkey, Murray, Shin and Keiser).

Brief Summary of Engrossed Substitute Bill

- Increases the number of days of shared leave an employee with at least 10 years of service may receive.

- Authorizes employees of a school district or educational service district to share leave with employees of other agencies.

Hearing Date: 2/19/10

Staff: Tracey O'Brien (786-7196).

Background:

In 1989 the Legislature enacted the Washington State Leave Sharing Program (Program) for state employees. The stated purpose of the Program is to permit state employees to donate annual leave, sick leave, or personal holidays to fellow state employees who are suffering from, or have relatives or household members who are suffering from, an extraordinary or severe illness, injury, impairment, or physical or mental condition that has caused or is likely to cause the employee to take leave without pay or terminate his or her employment. This Program also permits shared leave for an employee who is a victim of domestic violence, sexual assault, or stalking. An employee called to military service may also be granted shared leave. In addition, shared leave may be authorized for emergency volunteer service connected with state or federally declared emergencies anywhere in the United States when the emergency volunteer service would cause the employee to take leave without pay or to terminate state employment, and the employee has depleted, or will shortly deplete, his or her annual and sick leave reserves.

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.

Qualifying employees must have skills necessary for the humanitarian relief organized and have been accepted as a volunteer by either a governmental or nonprofit organization engaged in that effort.

An employee may transfer leave to another employee of the same agency as long as a certain balance is maintained. An employee may transfer annual leave, sick leave, or all of his or her personal holiday to an employee in the Program. In addition, an employee may transfer leave to an employee of another agency if the transfer is approved by the heads of both agencies.

Employees of school districts or education service districts may only transfer leave between employees within the same employing district.

If an employee qualifies to participate in the Program, the agency head determines the amount of leave, not to exceed 261 days, that the employee may receive. The agency head also determines when the leave is no longer needed or will not be needed at a future time in connection with the illness or injury for which it was granted.

Summary of Bill:

The amount of shared leave a qualifying employee may be authorized by the agency head to receive is adjusted. For an employee with fewer than 10 years of service, he or she may still only receive a maximum of 261 days. For an employee with at least 10 years but fewer than 20 years of service, he or she may receive a maximum of 522 days. For an employee with 20 or more years of service, he or she may receive 783 days of shared leave. Shared leave received under the Uniform Service Shared Leave Pool is not subject to these limits.

Employees of a school district or educational service district are authorized to share leave with employees in another agency.

The Director of the Department of Personnel is authorized to adopt rules to implement this act.

Appropriation: None.

Fiscal Note: Available.

Effective Date: The bill contains an emergency clause and takes effect immediately.