

**WAC 296-128-720 Shift swapping.** (1) An employer may not require, as a condition of an employee using paid sick leave, that the employee search for or find a replacement worker to cover the hours during which the employee is using paid sick leave.

(2) Upon mutual agreement by the employer and employee(s) involved, an employee may work additional hours or shifts, or trade shifts with another employee, in lieu of using available paid sick leave for missed hours or shifts that qualify for the use of paid sick leave.

[Statutory Authority: RCW 49.46.810. WSR 17-21-092, § 296-128-720, filed 10/17/17, effective 1/1/18.]