

**WAC 357-01-035 Availability.** An estimate of the percentage of qualified affected group members available for employment in a given job group. The determination of the availability of affected group members must be based on consideration of the following factors:

(1) The percentage of availability of affected group members with the requisite skills in the reasonable recruitment area.

(2) The percentage of affected group members among those promotable, transferable, and trainable within the employer's organization.

The availability estimates must be based on an analysis of the factors determined to be relevant to the particular job group.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-01-204, § 357-01-035, filed 12/21/04, effective 7/1/05.]