

WAC 357-16-135 When may an employer certify candidates for affirmative action purposes? An employer may use supplemental certification to add to the certified pool when:

(1) Per the employer's certification procedure, the number of eligible candidates being certified is fewer than the total number of candidates eligible for certification;

(2) The employer's approved affirmative action plan shows that a goal exists in the job category for the particular affected group; and

(3) There are no individuals on the internal layoff list for the class who satisfy the competencies and other position requirements for the position.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-21-061, § 357-16-135, filed 10/13/05, effective 11/15/05; WSR 05-16-043, § 357-16-135, filed 7/27/05, effective 9/1/05; WSR 05-01-200, § 357-16-135, filed 12/21/04, effective 7/1/05.]