

WAC 357-46-067 What is an employee's status during temporary layoff? (1) The following applies during a temporary layoff:

(a) An employee's anniversary, seniority, and unbroken service dates are not adjusted for periods of time spent on temporary layoff;

(b) An employee's vacation and sick leave accruals will not be impacted by periods of time spent on temporary layoff;

(c) An employee's holiday compensation will not be impacted by periods of time spent on temporary layoff; and

(d) The duration of an employee's probationary period or trial service period shall not be extended for periods of time spent on temporary layoff.

(2) An employee who is temporarily laid off is not entitled to:

(a) Layoff rights, including the ability to bump any other position or be placed on the employer's internal or statewide layoff list;

(b) Payment for their vacation leave balance; and

(c) Use of their accrued vacation leave for hours the employee is not scheduled to work if the temporary layoff was due to lack of funds.

(3) If the temporary layoff was not due to lack of funds, an employer may allow an employee to use accrued vacation leave in lieu of temporary layoff.

[Statutory Authority: RCW 41.06.133. WSR 24-18-070, § 357-46-067, filed 8/29/24, effective 10/1/24. Statutory Authority: Chapter 41.06 RCW. WSR 12-04-016, § 357-46-067, filed 1/24/12, effective 2/24/12; WSR 10-23-040, § 357-46-067, filed 11/10/10, effective 12/13/10; WSR 09-11-063, § 357-46-067, filed 5/14/09, effective 6/16/09; WSR 05-12-074, § 357-46-067, filed 5/27/05, effective 7/1/05.]