

**WAC 415-108-469 Standby pay.** Some employers pay employees for being on "standby." A member is on standby when not being paid for time actually worked and the employer requires the member to be prepared to report immediately for work if the need arises, although the need may not arise. Because the member is not actually working, the member is not rendering service. However, RCW 41.40.010 specifically identifies standby pay that meets the above requirements as reportable compensation. Although included in the definition of compensation earnable, time spent on standby is excluded from the definition of "service," see RCW 41.40.010.

[Statutory Authority: RCW 41.50.050. WSR 21-16-020, § 415-108-469, filed 7/23/21, effective 8/23/21; WSR 98-09-059, § 415-108-469, filed 4/17/98, effective 5/18/98.]