
**Labor & Workplace Standards
Committee**

HB 2246

Brief Description: Concerning vacation leave accrual for state employees.

Sponsors: Representatives Bateman, Low, Gregerson, Bronoske, Robertson, Reeves, Paul, Reed and Doglio.

Brief Summary of Bill

- Increases the annual cap on the accrual of unused vacation leave for state employees from 240 hours to 280 hours.

Hearing Date: 1/23/24

Staff: Kelly Leonard (786-7147).

Background:

State employees earn paid vacation leave for each month of employment, ranging from eight to 16.6 hours depending on the length of their employment, and may accrue 240 hours of total unused vacation leave. Excess leave beyond the 240-hour cap may be accrued until an employee's anniversary date of employment. Any excess leave is extinguished if the employee does not use it by the next anniversary date. However, if an employee's request to use his or her vacation leave is deferred by the employer, then the excess leave beyond the 240-hour cap is also deferred. When an employee separates from state employment as a result of a reduction in force, resignation, dismissal, retirement, or death, the employee or his or her estate is entitled to be reimbursed for any accrued vacation leave.

Summary of Bill:

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not part of the legislation nor does it constitute a statement of legislative intent.

The annual cap on the accrual of unused vacation leave for state employees is increased to 280 hours.

Appropriation: None.

Fiscal Note: Requested on January 18, 2024.

Effective Date: The bill takes effect 90 days after adjournment of the session in which the bill is passed.