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**SUBSTITUTE SENATE BILL 6811**

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**State of Washington**

**56th Legislature**

**2000 Regular Session**

**By** Senate Committee on Higher Education (originally sponsored by Senators Kohl-Welles, Jacobsen, Shin, B. Sheldon, Winsley, McAuliffe, Roach, Thibaudeau, Spanel, Bauer and Goings)

Read first time 02/04/00.

1 AN ACT Relating to sick leave and leave sharing for part-time  
2 academic employees of community and technical colleges; amending RCW  
3 28B.50.489 and 28B.50.551; adding a new section to chapter 28B.50 RCW;  
4 adding a new section to chapter 28B.52 RCW; creating new sections; and  
5 providing an effective date.

6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

7 NEW SECTION. **Sec. 1.** A new section is added to chapter 28B.50 RCW  
8 to read as follows:

9 (1) Part-time academic employees of community and technical  
10 colleges shall receive sick leave to be used for the same illnesses,  
11 injuries, bereavement, and emergencies as full-time academic employees  
12 at the college in proportion to the individual's teaching commitment at  
13 the college.

14 (2) The provisions of RCW 41.04.665 shall apply to leave sharing  
15 for part-time academic employees who accrue sick leave under subsection  
16 (1) of this section.

17 (3) The provisions of RCW 28B.50.553 shall apply to remuneration  
18 for unused sick leave for part-time academic employees who accrue sick  
19 leave under subsection (1) of this section.

1       **Sec. 2.** RCW 28B.50.489 and 1996 c 120 s 1 are each amended to read  
2 as follows:

3       For the purposes of determining eligibility of state-mandated  
4 insurance ((and)), retirement benefits under RCW 28B.10.400, and sick  
5 leave for part-time academic employees in community and technical  
6 colleges, the following definitions shall be used:

7       (1) "Full-time academic workload" means the number of in-class  
8 teaching hours that a full-time instructor must teach to fulfill his or  
9 her employment obligations in a given discipline in a given college.  
10 If full-time academic workload is defined in a contract adopted through  
11 the collective bargaining process, that definition shall prevail. If  
12 the full-time workload bargained in a contract includes more than in-  
13 class teaching hours, only that portion that is in-class teaching hours  
14 may be considered academic workload.

15       (2) "In-class teaching hours" means contact classroom and lab hours  
16 in which full or part-time academic employees are performing  
17 contractually assigned teaching duties. The in-class teaching hours  
18 shall not include any duties performed in support of, or in addition  
19 to, those contractually assigned in-class teaching hours.

20       (3) "Academic employee" in a community or technical college means  
21 any teacher, counselor, librarian, or department head who is employed  
22 by a college district, whether full or part-time, with the exception of  
23 the chief administrative officer of, and any administrator in, each  
24 college district.

25       (4) "Part-time academic workload" means any percentage of a full-  
26 time academic workload for which the part-time academic employee is not  
27 paid on the full-time academic salary schedule.

28       **Sec. 3.** RCW 28B.50.551 and 1995 c 119 s 1 are each amended to read  
29 as follows:

30       The board of trustees of each college district shall adopt for each  
31 community and technical college under its jurisdiction written policies  
32 on granting leaves to employees of the district and those colleges,  
33 including but not limited to leaves for attendance at official or  
34 private institutions and conferences; professional leaves for personnel  
35 consistent with the provisions of RCW 28B.10.650; leaves for illness,  
36 injury, bereavement, and emergencies, consistent with section 1 of this  
37 act, and except as otherwise in this section provided, all with such  
38 compensation as the board of trustees may prescribe, except that the

1 board shall grant to all such persons leave with full compensation for  
2 illness, injury, bereavement and emergencies as follows:

3 (1) For persons under contract to be employed, or otherwise  
4 employed, for at least three quarters, not more than twelve days per  
5 year, commencing with the first day on which work is to be performed;  
6 provisions of any contract in force on June 12, 1980, which conflict  
7 with requirements of this subsection shall continue in effect until  
8 contract expiration; after expiration, any new contract executed  
9 between the parties shall be consistent with this subsection;

10 (2) Such leave entitlement may be accumulated after the first  
11 three-quarter period of employment for full-time employees and part-  
12 time academic employees, and may be taken at any time;

13 (3) Leave for illness, injury, bereavement and emergencies  
14 heretofore accumulated pursuant to law, rule, regulation or policy by  
15 persons presently employed by college districts and community and  
16 technical colleges shall be added to such leave accumulated under this  
17 section;

18 (4) Except as otherwise provided in this section or other law,  
19 accumulated leave under this section not taken at the time such person  
20 retires or ceases to be employed by college districts or community and  
21 technical colleges shall not be compensable;

22 (5) Accumulated leave for illness, injury, bereavement and  
23 emergencies shall be transferred from one college district to another  
24 or between a college district and the following: Any state agency, any  
25 educational service district, any school district, or any other  
26 institution of higher education as defined in RCW 28B.10.016;

27 (6) Leave accumulated by a person in a college district or  
28 community and technical college prior to leaving that district or  
29 college may, under the policy of the board of trustees, be granted to  
30 such person when he or she returns to the employment of that district  
31 or college; and

32 (7) Employees of the Seattle Vocational Institute are exempt from  
33 this section until July 1, 1993.

34 NEW SECTION. **Sec. 4.** A new section is added to chapter 28B.52 RCW  
35 to read as follows:

36 With respect to the community and technical colleges part-time  
37 academic employees, the permissible scope of collective bargaining

1 under this chapter shall be governed by section 1 of this act and RCW  
2 28B.50.489.

3 NEW SECTION. **Sec. 5.** Nothing contained in this act may be  
4 construed to alter any existing collective bargaining unit of the  
5 provisions of any existing collective bargaining agreement.

6 NEW SECTION. **Sec. 6.** This act takes effect July 1, 2001.

7 NEW SECTION. **Sec. 7.** If specific funding for the purposes of this  
8 act, referencing this act by bill or chapter number, is not provided by  
9 June 30, 2000, in the omnibus appropriations act, this act is null and  
10 void.

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