SB 6059 - H COMM AMD
    By Committee on State Government Operations & Accountability

                          ADOPTED AS AMENDED 03/02/2006

1   Strike everything after the enacting clause and insert the
2   following:

3   "NEW SECTION. **Sec. 1.** A new section is added to chapter 41.04 RCW
4   to read as follows:
5   The department of personnel and other personnel authorities shall
6   adopt rules governing the accumulation and use of sick leave for state
7   agency and department employees, expressly for the establishment of a
8   plan allowing participating employees to pool sick leave and allowing
9   any sick leave thus pooled to be used by any participating employee who
10   has used all of the sick leave that has been personally accrued by him
11   or her. Each department or agency of the state may allow employees to
12   participate in a sick leave pool established by the department of
13   personnel.
14   (1) For purposes of calculating maximum sick leave that may be
15   donated or received by any one employee, pooled sick leave:
16   (a) Is counted and converted in the same manner as sick leave under
17   the Washington state leave sharing program as provided in this chapter;
18   and
19   (b) Does not create a right to sick leave in addition to the amount
20   that may be donated or received under the Washington state leave
21   sharing program as provided in this chapter.
22   (2) Rules adopted by the department shall provide:
23   (a) That employees are eligible to participate in the sick leave
24   pool after one year of employment with the state or agency of the state
25   if the employee has accrued a minimum amount of unused sick leave, to
26   be established by rule;
27   (b) That participation in the sick leave pool shall, at all times,
28   be voluntary on the part of the employees;
29   (c) That any sick leave pooled shall be removed from the personally
30   accumulated sick leave balance of the employee contributing the leave;

1   (d) That any sick leave in the pool that is used by a participating
2 employee may be used only for the employee's personal illness,
3 accident, or injury;
4   (e) That a participating employee is not eligible to use sick leave
5 accumulated in the pool until all of his or her personally accrued
6 sick, annual, and compensatory leave has been used;
7   (f) A maximum number of days of sick leave in the pool that any one
8 employee may use;
9   (g) That a participating employee who uses sick leave from the pool
10 is not required to recontribute such sick leave to the pool, except as
11 otherwise provided in this section;
12   (h) That an employee who cancels his or her membership in the sick
13 leave pool is not eligible to withdraw the days of sick leave
14 contributed by that employee to the pool;
15   (i) That an employee who transfers from one position in state
16 government to another position in state government may transfer from
17 one pool to another if the eligibility criteria of the pools are
18 comparable and the administrators of the pools have agreed on a formula
19 for transfer of credits;
20   (j) That alleged abuse of the use of the sick leave pool shall be
21 investigated, and, on a finding of wrongdoing, the employee shall repay
22 all of the sick leave credits drawn from the sick leave pool and shall
23 be subject to such other disciplinary action as is determined by the
24 agency head;
25   (k) That sick leave credits may be drawn from the sick leave pool
26 by a part-time employee on a pro rata basis; and
27   (l) That each department or agency shall maintain accurate and
28 reliable records showing the amount of sick leave which has been
29 accumulated and is unused by employees, in accordance with guidelines
30 established by the department of personnel.

31   NEW SECTION. **Sec. 2.** This act takes effect July 1, 2007."

32   Correct the title.

    EFFECT: Strikes all language after the enacting clause. Requires

the Department of Personnel to establish rules to create a sick leave pool for state employees. Permits state agencies and departments to allow employees to participate in the sick leave pool established by the Department of Personnel. Establishes an effective date of July 1, 2007.

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