
**Labor & Workplace Standards
Committee**

HB 1566

Brief Description: Concerning vacation leave accrual for state employees.

Sponsors: Representatives Bateman, Doglio, Reeves, Leavitt, Peterson, Lekanoff, Reed and Pollet.

Brief Summary of Bill

- Increases the cap on accrued vacation leave for state employees from 240 hours to 280 hours.

Hearing Date: 2/8/23

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. If an employee's request to use his or her vacation leave is deferred by the employer, then any excess leave beyond the 240-hour cap is also deferred. In addition, excess leave beyond the 240-hour cap may be accrued until an employee's anniversary date of employment. The excess leave is extinguished if the employee does not use it by his or her anniversary date. 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.

State employees may accrue 280 hours of total unused vacation leave. Additional statutory changes are made to establish a 240-hour cap on reimbursements for employees separating from state employment, and otherwise retain requirements and restrictions on how reimbursements affect retirement benefits.

Appropriation: None.

Fiscal Note: Requested on February 1, 2023.

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