Chapter 357-43 WAC
EMPLOYEE BUSINESS UNITS

WAC 357-43-001 What definitions apply to this chapter of the civil service rules?

WAC 357-43-003 Can EBU members choose which civil service rules will apply to them?

WAC 357-43-005 What is the purpose of this chapter?

WAC 357-43-007 What provisions apply when an employee's position is eliminated because the employer has awarded a contract through the competitive contracting process as described in Title 236 WAC?

WAC 357-43-008 What happens if an employee chooses to not be a part of the employee business unit?

WAC 357-43-010 Do the other rules in Title 357 WAC governing classification apply to employee business unit members?

WAC 357-43-015 Which rules explain employee business unit bids submitted by the employee business unit?

WAC 357-43-020 Are employee business unit members classified employees?

WAC 357-43-025 What establishes the terms and conditions of employment for employee business unit members?

WAC 357-43-030 Must employment within an employee business unit comply with applicable federal, state and municipal statutes and regulations?

WAC 357-43-035 May authority be delegated within an employee business unit?

WAC 357-43-040 Must employee business unit members complete employer required training?

WAC 357-43-050 Must an employer include positions in an employee business unit in the employer's affirmative action plan?

WAC 357-43-060 Can employee business unit members accrue vacation leave?

WAC 357-43-055 Can employee business unit members accrue sick leave?

WAC 357-43-065 Can employee business unit members cash out sick leave?

WAC 357-43-070 Are employee business unit members eligible for legal holidays?

WAC 357-43-075 Are employee business unit members eligible to receive a personal holiday?

WAC 357-43-080 Are employee business unit members eligible to participate in the employee's shared leave program?

WAC 357-43-085 Are employee business unit members eligible to receive military leave?

WAC 357-43-090 Must an employee business unit have a layoff procedure?

WAC 357-43-095 Must employee business unit have a layoff procedure?

WAC 357-43-100 What layoff rights must be included in the employee business unit's layoff procedure?

WAC 357-43-105 When is a general government employee business unit member eligible for placement in the general government transition pool?

WAC 357-43-120 Can EBU members receive financial incentives for any cost savings that result from completing performance requirements for less cost or better efficiency than what was anticipated in the agreement with the EBU?

DISPOSITION OF SECTIONS FORMERLY CODIFIED IN THIS CHAPTER

WAC 357-43-010 Do the other rules in Title 357 WAC governing classified employees apply to employee business unit members? [Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-010, filed 12/21/04, effective 7/1/05.] Repealed by WSR 07-11-092, filed 5/16/07, effective 7/1/07. Statutory Authority: Chapter 41.06 RCW.

WAC 357-43-055 Can employee business unit members accrue vacation leave? [Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-055, filed 12/21/04, effective 7/1/05.] Repealed by WSR 07-11-092, filed 5/16/07, effective 7/1/07. Statutory Authority: Chapter 41.06 RCW.

WAC 357-43-060 Can employee business unit members accrue sick leave? [Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-060, filed 12/21/04, effective 7/1/05.] Repealed by WSR 07-11-092, filed 5/16/07, effective 7/1/07. Statutory Authority: Chapter 41.06 RCW.

WAC 357-43-065 Can employee business unit members cash out sick leave? [Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-065, filed 12/21/04, effective 7/1/05.] Repealed by WSR 07-11-092, filed 5/16/07, effective 7/1/07. Statutory Authority: Chapter 41.06 RCW.

WAC 357-43-070 Are employee business unit members eligible for legal holidays? [Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-070, filed 12/21/04, effective 7/1/05.] Repealed by WSR 07-11-092, filed 5/16/07, effective 7/1/07. Statutory Authority: Chapter 41.06 RCW.

WAC 357-43-075 Are employee business unit members eligible to receive a personal holiday? [Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-075, filed 12/21/04, effective 7/1/05.] Repealed by WSR 07-11-092, filed 5/16/07, effective 7/1/07. Statutory Authority: Chapter 41.06 RCW.
(4) Employee business unit member: A classified employee working under the provisions of chapter 357-43 WAC.

(5) Employer: A state agency, an institution of higher education, or a related higher education board.

[Statutory Authority: Chapter 41.06 RCW. WSR 07-11-092, § 357-43-001, filed 5/16/07, effective 7/1/07; WSR 05-01-193, § 357-43-001, filed 12/21/04, effective 7/1/05.]

WAC 357-43-003 Can EBU members choose which civil service rules will apply to them? EBU members may choose to opt out of civil service rules that are not required in statute.

[Statutory Authority: Chapter 41.06 RCW. WSR 07-11-092, § 357-43-003, filed 5/16/07, effective 7/1/07.]

WAC 357-43-005 What is the purpose of this chapter? The purpose of this chapter is to establish the chapter of civil service rules that apply to employee business unit members when employed under a contract.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-005, filed 12/21/04, effective 7/1/05.]

WAC 357-43-007 What provisions apply when an employee's position is eliminated because the employer has awarded a contract through the competitive contracting process as described in Title 236 WAC? WAC 357-46-012 governs layoff actions resulting from the competitive contracting process as described in Title 236 WAC.

[Statutory Authority: Chapter 41.06 RCW. WSR 07-11-092, § 357-43-007, filed 5/16/07, effective 7/1/07; WSR 05-01-185, § 357-43-007, filed 12/21/04, effective 7/1/05.]

WAC 357-43-008 What happens if an employee chooses not to be a part of the employee business unit? When an employee chooses not to be a part of the employee business unit, the following applies:

(1) If the employee chooses not to be a part of the employee business unit before the employer's notification of the intent to award the contract to the employee business unit (as described in WAC 236-51-600), the employee has layoff rights in accordance with WAC 357-46-012.

(2) If the employee chooses not to be a part of the employee business unit after the employer's notification of the intent to award the contract to the employee business unit (as described in WAC 236-51-600), the employee has no layoff rights under chapter 357-46 WAC and is considered to have resigned when his/her position is eliminated.

[Statutory Authority: Chapter 41.06 RCW. WSR 07-11-092, § 357-43-008, filed 5/16/07, effective 7/1/07; WSR 05-19-003, § 357-43-008, filed 9/8/05, effective 10/10/05.]

WAC 357-43-015 Which rules explain employee business unit bid submittal and bid evaluation? The rules explaining employee business unit bid submittals and evaluation of those bids are included in chapter 236-51 WAC, Competitive contracting.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-015, filed 12/21/04, effective 7/1/05.]

WAC 357-43-020 Are employee business unit members classified employees? Employee business unit members continue to be classified employees.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-020, filed 12/21/04, effective 7/1/05.]

WAC 357-43-025 What establishes the terms and conditions of employment for employee business unit members? The terms and conditions of employee business unit employment are established by the contract or by appointment actions taken under that contract.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-025, filed 12/21/04, effective 7/1/05.]

WAC 357-43-030 Must employment within an employee business unit comply with applicable federal, state and municipal statutes and regulations? Employment within an employee business unit must comply with applicable federal, state and municipal statutes and regulations and executive orders as applicable.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-030, filed 12/21/04, effective 7/1/05.]

WAC 357-43-035 May authority be delegated within an employee business unit? The duties of an appointing authority may be delegated to an employee business unit member.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-035, filed 12/21/04, effective 7/1/05.]

WAC 357-43-040 Must employee business unit members complete employer required training? Employee business unit members must complete any training required by the contracting employer or must satisfy training requirements as prescribed by the employee business unit contract.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-040, filed 12/21/04, effective 7/1/05.]

WAC 357-43-050 Must an employer include positions in an employee business unit in the employer's affirmative action plan? Positions in an employee business unit must be included in the employer's affirmative action plan.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-050, filed 12/21/04, effective 7/1/05.]

WAC 357-43-110 Can an employee business unit member accept an appointment in an exempt position or a classified position outside of the employee business unit? An employee business unit member may accept an appointment to an exempt position or a classified position outside of the employee business unit.

Chapter 357-43 WAC does not apply to appointments to classified positions outside of a employee business unit.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-01-193, § 357-43-110, filed 12/21/04, effective 7/1/05.]

WAC 357-43-115 If an employee business unit member accepts an appointment to an exempt position, what are the employee's return rights? A former employee business unit member who was appointed to an exempt position...
from the employee business unit has return rights provided in RCW 41.06.070.

[Statutory Authority: Chapter 41.06 RCW. WSR 07-11-092, § 357-43-115, filed 5/16/07, effective 7/1/07; WSR 05-01-193, § 357-43-115, filed 12/21/04, effective 7/1/05.]