

WAC 357-19-115 To which employer and position would an employee revert? (1) A permanent employee who does not satisfactorily complete the trial service period or a Washington management service (WMS) review period or has failed to progress to the next step of an in-training plan in accordance with WAC 357-19-285, has reversion rights with the current employer at the time of reversion. An employee has the right to revert to a position, if available, in accordance with the following:

(a) For employees reverting from trial service following a promotion, transfer or elevation, the employer must revert the employee to a vacant position, or a position filled by a nonpermanent appointee as defined in WAC 357-01-210, for which the employee satisfies competencies and other position requirements and which is:

(i) Allocated to the class the employee last held permanent status in; or

(ii) If no positions are available, allocated to a class which has the same or lower salary range maximum.

(b) For employees reverting from trial service following a voluntary demotion, the employer must revert the employee to a vacant position, or a position filled by a nonpermanent appointee as defined in WAC 357-01-210, for which the employee satisfies the competencies and other position requirements and which is allocated to a class which has the same or lower salary range maximum as the class from which the employee is reverting.

(2) If no vacant position or position filled by a nonpermanent appointee as defined in WAC 357-01-210 is available, the employee is eligible to be placed on the employer's internal layoff list upon request in accordance with WAC 357-19-117.

[Statutory Authority: Chapter 41.06 RCW. WSR 14-24-025, § 357-19-115, filed 11/21/14, effective 12/22/14; WSR 07-03-052, § 357-19-115, filed 1/12/07, effective 2/15/07; WSR 06-15-065, § 357-19-115, filed 7/13/06, effective 8/14/06; WSR 05-12-077, § 357-19-115, filed 5/27/05, effective 7/1/05; WSR 05-01-206, § 357-19-115, filed 12/21/04, effective 7/1/05.]