

**WAC 357-19-395 What return rights must an employer provide to a permanent employee who accepts a nonpermanent appointment?** At a minimum, the employer must provide the permanent employee who is leaving his/her position with the employer to accept a nonpermanent appointment access to the employer's internal layoff list at the conclusion of the nonpermanent appointment. If the employer agrees to return the employee to a position, the employee must notify the employer of his/her intent to return to a permanent position at least fourteen calendar days in advance of return unless the employee and employer agree otherwise. Failure of the employee to provide proper written notice to the employer may result in forfeiture of any return rights. Upon return to a permanent position, the employee's salary must be determined by the employer's salary determination policy.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-12-095, § 357-19-395, filed 5/27/05, effective 7/1/05; WSR 05-01-206, § 357-19-395, filed 12/21/04, effective 7/1/05.]