




STATE OF WASHINGTON

OFFICE OF FINANCIAL MANAGEMENT

Insurance Building, PO Box 43113 • Olympia, Washington 98504-3113 • (360) 902-0555

May 17, 2021

TO: David Schumacher, Director

FROM: Franklin Plaistowe, Assistant Director 

SUBJECT: May 13, 2021, DIRECTOR'S MEETING - RULE ITEMS

This meeting was held via on-demand audio conferencing due to current COVID-19 safety and health recommendations.

Civil Service Rules

Brandy Chinn, Rules Manager, presented two rule items for consideration. Rule item numbers one through two were presented as reflected in the Director's meeting agenda on pages E1 through E6.

The first rule item found on pages E1 and E2 proposes to amend WACs 357-01-220, 357-01-225, 357-19-260 and 357-58-120. The proposed amendments to chapter 357-01 WAC align with recent rulemaking by the Washington State Labor and Industries which modifies the standards defining overtime exempt employees. The proposed amendment to WAC 357-19-260 is to refer to "overtime eligibility" instead of "work period designation" to align with both federal and state law. The proposed amendment to WAC 357-58-120 is to clarify if a disciplinary demotion results in a salary decrease, the overtime status of the position may be impacted, and the overtime status must comply with the salary basis test of both the state and federal law.

The second rule item found on pages E3 through E6 proposes to amend WACs 357-31-325, 357-31-326 and 357-31-330 as a result of the COVID-19 response. The proposed amendment to WAC 357-31-325 requires a general government employer to grant leave with pay (LWP) to allow an employee to take a reasonable amount of LWP for an employee to travel and receive each dose of COVID-19 immunization if the vaccine is not offered at the workplace. The proposed amendment to WAC 357-31-326(5) allows a general government employer to grant a reasonable amount of LWP for an employee to receive each dose of COVID-19 immunization if the vaccine is offered at the workplace. The proposed amendment to WAC 357-31-326(6) allows a higher education employer to grant a reasonable amount of LWP for an employee to receive each dose of COVID-19 immunization if the vaccine is not available at the workplace.

The proposed amendment to WAC 357-31-330 allows an employer to grant leave without pay for an employee to protect themselves, or a relative or household member, from risks related to COVID-19.

There were no comments on these items.

Staff is proposing permanent adoption effective July 1, 2021 for rule items 1 and 2.

Attachment: May 13, 2021, Director's Meeting – Rule Items

Approved:



David Schumacher, Director
Office of Financial Management

Date:

5/20/2021
