

WAC 357-31-255 What types of leave may an employee use when absent from work or arriving late to work because of inclement weather or because of the 2023 wildfires referenced in proclamation 23-05?

(1) When the employer determines inclement weather conditions exist, the employer's leave policy governs the order in which accrued leave, compensatory time, and holiday credit may be used to account for the time an employee is absent from work due to the inclement weather.

(2) The employer's policy must allow the use of accrued vacation leave, accrued sick leave up to a maximum of three days in any calendar year, and the use of leave without pay in lieu of paid leave at the request of the employee.

(3) The employer's policy may allow leave with pay when an employee is absent due to inclement weather.

(4) The employer may allow leave with pay due to employees experiencing extraordinary or severe impacts from the 2023 wildfires referenced in proclamation 23-05, issued August 19, 2023, by the governor and declaring an emergency in the state of Washington. The employee may receive up to three days of leave with pay under this subsection. The employer may require verification of the reason for leave with pay use. This subsection is effective until the expiration of proclamation 23-05 or any amendment thereto, whichever is later.