

WAC 357-46-067 What is an employee's status during temporary layoff?

- (1) The following applies during a temporary layoff:
- (a) An employee's anniversary, seniority, and unbroken service dates are not adjusted for periods of time spent on temporary layoff;
 - (b) An employee's vacation and sick leave accruals will not be impacted by periods of time spent on temporary layoff;
 - (c) An employee's holiday compensation will not be impacted by periods of time spent on temporary layoff; and
 - (d) The duration of an employee's probationary period or trial service period shall not be extended for periods of time spent on temporary layoff.
- (2) An employee who is temporarily laid off is not entitled to:
- (a) Layoff rights, including the ability to bump any other position or be placed on the employer's internal or statewide layoff list;
 - (b) Payment for their vacation leave balance; and
 - (c) Use of their accrued vacation leave for hours the employee is not scheduled to work if the temporary layoff was due to lack of funds. (~~The only exception is that during the 2009-2011 fiscal biennium if an employee's monthly full-time equivalent base salary is two thousand five hundred dollars or less and the employee's office or institution enacts a temporary layoff as described in chapter 32, Laws of 2010, the employee can use accrued vacation leave during the period of temporary layoff.~~)
- (3) If the temporary layoff was not due to lack of funds, an employer may allow an employee to use accrued vacation leave in lieu of temporary layoff.