

**WAC 357-19-395 What return rights must an employer provide to an employee who accepts a nonpermanent appointment?** (1) For nonpermanent appointments made for reasons specified in WAC 357-19-360(1) at a minimum, the employer must provide the permanent employee who is leaving their 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 their intent to return to a permanent position at least 14 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.

(2) For nonpermanent appointments made for reasons specified in WAC 357-19-360(2), the general government employee must be returned to the same position held prior to the redeployment at the conclusion of the redeployment. Upon return to their previous position, the employee's base salary must be set at the step the employee would be at if they had not left the position.

[Statutory Authority: RCW 41.06.150. WSR 24-18-067, § 357-19-395, filed 8/29/24, effective 10/1/24. 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.]