

**WAC 357-46-010 What are the reasons for layoff?** (1) Employees may be laid off without prejudice according to layoff procedures that are consistent with these rules. The reasons for layoff include, but are not limited to, the following:

- (a) Lack of funds;
- (b) Lack of work; or
- (c) Organizational change.

(2) Examples of layoff actions due to lack of work may include, but are not limited to:

- (a) Termination of a project or special employment;
- (b) Availability of fewer positions than there are employees entitled to such positions;
- (c) Employee's ineligibility to continue in a position following its reallocation to a class with a higher salary range maximum; or
- (d) Employee's ineligibility to continue, or choice not to continue, in a position following its reallocation to a class with a lower salary range maximum.
- (e) Elimination of a position due to the work of the position being competitively contracted.

[Statutory Authority: Chapter 41.06 RCW. WSR 07-17-124, § 357-46-010, filed 8/20/07, effective 9/20/07; WSR 05-19-004, § 357-46-010, filed 9/8/05, effective 10/10/05; WSR 04-18-114, § 357-46-010, filed 9/1/04, effective 7/1/05.]