

**WAC 357-58-554 What is a WMS employee's status during temporary layoff?**

- (1) The following applies during a temporary layoff:
- (a) An employee's anniversary date, seniority, or unbroken service date is 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 review period shall not be extended for periods of time spent on temporary layoff.
- (2) A WMS 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.
- (3) If the temporary layoff was not due to lack of funds, an employer may allow a WMS employee to use accrued vacation leave in lieu of temporary layoff.

[Statutory Authority: RCW 41.06.133. WSR 24-18-070, § 357-58-554, filed 8/29/24, effective 10/1/24. Statutory Authority: Chapter 41.06 RCW. WSR 12-04-016, § 357-58-554, filed 1/24/12, effective 2/24/12; WSR 10-23-040, § 357-58-554, filed 11/10/10, effective 12/13/10; WSR 09-17-060, § 357-58-554, filed 8/13/09, effective 9/16/09; WSR 06-07-048, § 357-58-554, filed 3/9/06, effective 4/10/06.]