
SUBSTITUTE HOUSE BILL 1188

State of Washington

64th Legislature

2015 Regular Session

By House State Government (originally sponsored by Representatives S. Hunt, Johnson, Appleton, and Holy)

1 AN ACT Relating to delaying annual leave payments upon employment
2 termination; and amending RCW 43.01.041.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 **Sec. 1.** RCW 43.01.041 and 2011 1st sp.s. c 39 s 13 are each
5 amended to read as follows:

6 Officers and employees referred to in RCW 43.01.040 whose
7 employment is terminated by their death, reduction in force,
8 resignation, dismissal, or retirement, and who have accrued vacation
9 leave as specified in RCW 43.01.040 or 43.01.044, shall be paid
10 (~~therefor~~) under their contract of employment, or their estate if
11 they are deceased, or if the employee in case of voluntary
12 resignation has provided adequate notice of termination. Officers and
13 employees who resign, are dismissed, or who leave employment because
14 of a reduction in force may request that payment of earned vacation
15 leave be delayed for a period of up to one hundred eighty calendar
16 days. The request for delayed payment of earned vacation leave must
17 be submitted in writing by the officer or employee no later than the
18 last day of employment. Annual leave accumulated under RCW 43.01.044
19 is not to be included in the computation of retirement benefits. From
20 July 1, 2011, through June 29, 2013, the amount of pay received by an

1 employee under the provisions of this section shall not be reduced by
2 any temporary salary reduction.

3 Should the legislature revoke any benefits or rights provided
4 under chapter 292, Laws of 1985, no affected officer or employee
5 shall be entitled thereafter to receive such benefits or exercise
6 such rights as a matter of contractual right.

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