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ARTICLE 31 – SHARED LEAVE

31.1 Availability of Shared Leave. As permitted by RCW 41.04.650 - 41.04.670 and by this Article, employees may donate accrued vacation leave, sick leave or personal holidays to other state employees who have exhausted or are about to exhaust their own paid leave, and who have been called to military service; suffer from an extraordinary or severe injury, illness or impairment; or who have a relative or household member who is suffering from an extraordinary or severe illness, injury, or impairment; who have volunteered and been accepted into emergency volunteer service in response to a declaration of a state of emergency within the United States; or is a victim of domestic violence, sexual assault, stalking or a hate crime; is legally authorized to work in the United States under federal law and the employee's absence from work is due to the involvement of the employee or employee's relative or household member in an immigration enforcement action; needs time to bond and care for a newborn child after birth or to bond and care for a child after placement for adoption or foster care; is sick or temporarily disabled because of a pregnancy-related medical condition or miscarriage. For purposes of this article, the term relative includes the employee's spouse, registered domestic partner, sibling, child, stepchild, grandparent or parent; the term household member means persons residing in the employee's home who share reciprocal duties of care and financial support with the employee. The donation and use of Shared Leave will be governed by the latest iteration of the RCW and administered by the University's Shared Leave Policy, EWU 403-02.