



Administrative Policy No.: 19.25.09

Subject: Shared Leave

Information Contact: Office of Accounting Services
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Authorizing Source: State Administrative & Accounting Manual (SAAM)
[Chapter 25.40.10](#), Shared leave
[Collective Bargaining Agreements](#)
WFSE
1199NW- SEIU
Coalition
Revised Code of Washington
[RCW 41.04.665](#), Leave sharing program
[RCW 41.04.670](#), Leave sharing program – Adoption of Rules
Washington Administrative Code
[WAC 357-31-390](#), What criteria does an employee have to meet to be eligible to receive shared leave?
[WAC 357-31-400](#), How much shared leave may an employee receive?
[WAC 357-31-445](#), What happens to leave that was donated under the state leave sharing program and was not used by the recipient?
[WAC 357-31-687](#) Must employees use their own leave before receiving shared leave from the uniformed service shared leave pool?

Effective Date: March 1, 2017

Revised: August 28, 2024 ¹ Housekeeping 7/8/2025

Approved By: Original signed by Richard Pannkuk
Assistant Secretary / Chief Financial Officer

Purpose

This policy is to establish the guidelines, timelines, and payroll procedures for shared leave.

Scope

This policy applies to all Department of Social and Health Services (DSHS) employees who are eligible to donate and receive shared leave. This policy supports the process for the donation of and the paying of shared leave that has been approved and returning unused balances when shared leave ends.

Additional Guidance

DSHS administrative policy [18.31](#), holidays and leave

[HRD shared leave information SharePoint site](#)

[Washington Administrative Code](#)

[WAC 357-31-380](#), What is the purpose of the state leave sharing program?

[WAC 357-31-395](#), What definitions apply to shared leave?

[WAC 357-31-440](#), How must employees who are receiving shared leave be treated during their absence?

[WAC 357-31-445](#), What happens to leave that was donated under the state leave sharing program and was not used by the recipient?

[Revised Code of Washington](#)

[RCW 41.04.650](#), Leave sharing program – intent

[RCW 41.04.655](#), Leave sharing program – definitions

[RCW 41.04.660](#), Leave sharing program – created

[DSHS Forms Picker](#)

Recipient shared leave form (DSHS form 03-221)

Shared leave medical certificate (DSHS form 13-652)

Donor shared leave form (DSHS form 03-220)

Definitions

Donor means an employee who donates leave to another employee.

Donated leave is the dollar value of the leave hours a donor donates through the Shared Leave Program.

DSHS payroll office is either the office within the facilities, finance, and analytics administration that processes payroll for DSHS or the office at the facility that process their own payroll.

Employee means an individual in DSHS who:

1. Is paid a salary, or wages, for work performed for DSHS;
2. Has been issued a state employee identification number;
3. Is recognized as a state employee by the State Human Resources Division; and
4. Is paid through the Human Resource Management System (HRMS).

Recipient means an employee who receives donated leave from another employee.

Shared leave is the donated leave converted to hours by the receiving agency at the recipient's rate of pay. This may be more or less than the literal hours donated depending on the relative salary rates of the respective employees (SAAM).

Timekeeper means an employee who processes all leave and overtime slips and enters leave and overtime hours into the Human Resource Management System (HRMS) to ensure accurate payment to employee.

Policy

I. Requesting shared leave

A. DSHS employees seeking shared leave must:

1. Consult with human resource division (HRD) staff to determine shared leave eligibility and requirements.
2. Obtain, complete, and return the recipient shared leave form ([DSHS form 03-221](#)), the medical certificate ([DSHS form 13-652](#)) and/or other supporting documents if applicable to the HR business partner.

B. Human resources division must:

1. Consult with the employee and determine shared leave eligibility.
2. If the employee does not meet the criteria to receive shared leave, HR business partner will return the form to the employee and include a reason the leave did not meet the criteria.

C. HR business partner must forward the approved recipient shared leave form to the DSHS payroll office.

D. DSHS payroll office must process the shared leave request and input into HRMS.

II. Donating and tracking leave

A. An employee must complete the donor shared leave form (DSHS form 03-220) and submit to HRD to donate leave.

B. Human resources division must:

1. Upon receipt of the donor shared leave form, HRD will determine

whether or not the donor meets the criteria to donate leave as described in [WAC 357-31-425](#) and applicable collective bargaining agreement.

2. If the donor meets the criteria to donate leave, HRD must forward the approved donor shared leave form to the DSHS payroll office.
3. If the donor does not meet the criteria to donate leave, HR business partner will return the form to the employee and include a reason the leave did not meet the criteria to the donor.

C. DSHS payroll office must:

1. Calculate and process the hours donated within HRMS.
2. Notify timekeepers and HRD of the total number of hours donated and received.

D. HRD must notify the recipient and their supervisor of hours received after they are calculated by the DSHS payroll office and remove the names of donors that wish to remain anonymous.

E. Timekeeper(s) must:

1. Enter the hours into the leave tracking system for recipient and donor (if donor is DSHS employee).
2. Notify the recipient and supervisor that the shared leave has been processed and is ready for use.

III. Shared leave donation timeframe

A. Each approved shared leave request is valid for the period identified on the associated medical certification not to exceed 12 months.

1. Medical certification must be renewed annually for periods beyond 12 months.

B. Donations must:

1. Be applied to the period of time for which the current medical certificate covers.
2. Not exceed six (6) months retroactively from the date the donation is

submitted by the donor.

- C. If the medical certification has lapsed/closed, donations will only be accepted for 30 days following the end of the most recent medical certificate.**

IV. Returning shared leave

- A. HRD must notify the DSHS payroll office and timekeeping staff when the medical certificate has expired or employee separates from state service.**

- B. Under [WAC 357-31-445](#), unused shared leave may not be returned until one of the following occurs:**

1. The agency receives from the affected employee a statement from the employee's doctor verifying that the illness or injury is resolved;

OR

2. The employee is released to full-time employment; has not received additional medical treatment for their current condition or any other qualifying condition for at least six months; and the employee's doctor has declined, in writing, the employee's request for a statement indicating the employee's condition has been resolved.

To comply with [RCW 41.04.665](#), until #1 or #2 occurs, unused shared leave will remain on the books and cannot be returned.

If an employee does provide one of the 2 statements above, HRD sends an email to payroll that the shared leave can be returned to the donor(s).

- C. DSHS payroll office must return any shared leave not used by the recipient to the donor after receiving notification from HRD that a shared leave incident/occurrence has ended.**

DSHS payroll office has up to 90 days from the date of notification to return any unused leave.

¹ Updated formatting