


Title: Determining faculty eligibility after a layoff

PEBB Program Administrative Policy 17-2

Contact:	Policy and Rules Coordinator, ERB Division	Effective:	January 1, 2024
Associated RCW:	41.05.065 (4)(j)	Owner:	Policy, Rules, & Compliance Manager, ERB Division
Associated PEBB Board Policy Resolution:		Approved by:	
Associated WAC:	182-12-129	Position:	Director of the PEBB Program
Assoc. fed law/reg:		Date approved:	September 5, 2023
Associated Forms & Communication	Worksheets C-7, D-2c		

Purpose:

Applying the criteria for maintaining the employer contribution toward Public Employees Benefits Board (PEBB) benefits for faculty following a layoff as described in WAC 182-12-129 to:

1. Faculty who move from one position to another due to a layoff; and
2. Employees who move from any type of position to a faculty position after a layoff.

WAC 182-12-129 What happens when an employee moves from an eligible to an otherwise ineligible position or job due to a layoff?

This section applies to employees employed by state agencies (as defined in this chapter), including benefits-eligible seasonal employees, and is intended to address situations where an employee moves from one position or job to another due to a layoff, as described in WAC 182-12-109* This section does not apply to employees with an anticipated end date.

If an employee moves from an eligible to an otherwise ineligible position due to layoff, the employee may retain their eligibility for the employer contribution toward PEBB benefits for each month that the employee is in pay status for at least eight hours. To maintain eligibility using this section the employee must:

- Be hired into a position with a state agency within 24 months of the original eligible position ending; and
- Upon hire, notify the employing state agency that they are potentially eligible to use this section.

This section ceases to apply when the employee is employed in a position eligible for PEBB benefits under WAC 182-12-114 or at the end of the 24th month after the original eligible position ended, whichever occurs first.

*WAC 182-12-109: "Layoff" means a change in employment status due to an employer's lack of funds or an employer's organizational change.

Policy:

1. State agencies must apply the eligibility criteria in WAC 182-12-129 to any faculty who is laid off and rehired into a non-faculty position.
2. State agencies must apply the eligibility criteria in WAC 182-12-129 to any employee (faculty or non-faculty) who is laid off and rehired into a faculty position. In this case, faculty will qualify for the employer contribution for each month that they are in pay status for 5% of full time.

NOTE: The layoff provisions in WAC 182-12-129 do not apply to employees with an anticipated end date. Therefore, WAC 182-12-129 and this policy do not apply to faculty who are hired with an anticipated end date, including faculty hired on a quarter/semester to quarter/semester basis.