



WHATCOM COUNTY EXECUTIVE ORDER 2014-03

UNPAID HOLIDAYS FOR REASONS OF FAITH OR CONSCIENCE

WHEREAS, the Washington State legislature created two, new, unpaid holidays per calendar year for reasons of faith or conscience or for an organized activity conducted under the auspices of a religious denomination, church, or religious organization; and


WHEREAS, employees can select the two unpaid days (Pay Code 800 for hourly employees or Pay Code 791 for salaried employees) by submitting a Leave Request Form to their supervisor at least two weeks prior to the requested time off; and

WHEREAS, the supervisor will evaluate the request by considering the desires of the employee, scheduled work, anticipated peak workloads, response to unexpected emergencies, and the availability, if any, of a qualified substitute. The supervisor will grant the request unless the employee's absence would cause significant difficulty or expense to the County ("undue hardship" as defined in WAC 82-56-020);

NOW, THEREFORE, BY virtue of the power vested in me by the home rule charter for Whatcom County, I hereby declare the following:

Employees are allowed two unpaid holidays annually pursuant to WAC 92-56-010.

DATED this 12TH day of June, 2014 (with Scribner's correction April 23, 2015).



Jack Louws, Whatcom County Executive