

Wildland Fire Scenarios

SEIU LOA and CHRO Policy
Effective September 1, 2020

1. My home was lost in the wildfire and we are unable to live there. Can I take MPL for the time I was finding temporary housing and/or taking care of my family?

Yes, you can take up to 80 hours of MPL.

2. My vacation home was lost in the wildfire. Can I take MPL to assess the damage and begin cleaning the property?

No, MPL is available to those whose primary homes were lost in the wildfires and/or are uninhabitable.

3. My parent's home was lost in the wildfire. May I take MPL to take care of them and help them find temporary housing?

No, MPL is available to those whose primary homes were lost in the wildfires and/or are uninhabitable.

4. My house was lost in the wildfire and we are unable to live there. I took vacation leave the week of September 7, 2020 to September 11, 2020 off to secure temporary housing. Can I change those hours from vacation leave to MPL?

Yes, you can change accrued leave taken to MPL if your primary residence was lost in the fire and/or was uninhabitable.

5. My house was burned by the wildfire. We can still live there but there is damage that needs to be repaired. Can I take MPL for repairing my home?

No, MPL is available to those whose primary homes were lost in the wildfires and/or were uninhabitable.

6. My home was lost in the wildfire and we are unable to live there. I used 80 hours of MPL to secure temporary housing. I still need more time off for activities related to losing my home. Can I request donated leave for these activities?

Yes, you can request donated leave after exhausting 80 paid hours of MPL and all of your accrued leave.

7. I lost my home in the wildfires and have used the 80 hours of MPL. I still need more time off work and have exhausted all of my leave accruals. Can I request donated leave?

Yes, you can request donated leave. Employees can donate vacation or compensatory leave.

8. I was under a Level 3 evacuation order and wasn't allowed to return home for 10 days. I had to take three days off to get my family settled until we could return. Can I use MPL these three days?

No, MPL is available to those whose primary homes were lost in the wildfires and/or were uninhabitable.

9. My office was closed and I used my 40 hours of Inclement Weather (IW) leave this biennium. However, this did not cover the whole closure. Can I request donated leave?

A: Yes, you can request donated leave. Employees can donate any of their unused IW leave they have for this biennium.

10. My co-worker's workplace was closed and they used all their Inclement Weather (IW) leave but still need more. Can I donate my unused Inclement Weather leave?

Yes, you can donate any unused IW leave you have remaining for this biennium.

11. My friend works at a different agency and is requesting donated Inclement Weather (IW) leave. Can I donate Inclement Weather leave across agencies?

Yes, leave donations can be made across agencies provided it is allowed by collective bargaining agreements. Leave donations across agencies is allowed by the CHRO [Donated Leave](#) policy.

12. If I donate 40 hours of Inclement Weather (IW) leave to a co-worker and this winter's snow closes my office, can I still use Inclement Weather leave?

No, if you donate your IW leave for the biennium, you will not receive more until next biennium.

13. I used 10 hours of Inclement Weather (IW) last winter, can I donate my remaining 30 hours I could use this biennium to my co-worker?

Yes, you can donate any unused IW leave you have remaining for this biennium.

14. My co-worker is in need of additional Inclement Weather (IW) leave due to their office being closed. May I donate my vacation or compensatory time to them?

No, only unused IW leave may be donated to an employee who requests donated leave for an office closure