

**WAC 357-31-485** If an employee's request for parental leave exceeds the provisions of WAC 357-31-525, how and when must an employer respond to an employee's request for parental leave? If the employee's parental leave request is for time off which exceeds the provisions of WAC 357-31-525, the employer must respond in writing to the employee's request within ten working days of the receipt of the request. If the leave is denied, the employer must provide a rationale supporting the operational necessity.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-08-140, § 357-31-485, filed 4/6/05, effective 7/1/05.]