



Board Policy: Out of State Telework Policy	Policy Number: BP07:01.020
Article: 7.) Business and Services	Adopted by the BOT: 11/17/21
Applicable WAC/RCW:	Page 1 of 1

Out of State Telework Policy

The state of Washington has a clear interest in investing workforce funding inside the state of Washington. As a state agency, this applies to Cascadia College. Cascadia's mission is to serve students within our community, we are committed to having our workforce on-site. The economic benefit of good state jobs strengthens our communities. However, there may be some exceptional circumstances where a state agency decides to allow a state employee to move out of the state of Washington and maintain employment. A state agency may also decide to recruit both within and outside the state if necessary to hire someone with the right skills for the job. No state agency is required to approve a request to work outside the state, or to present reasons why they have denied such a request.

Reasons to approve out-of-state telework:

- Recruiting or retaining a rare skillset. To meet business needs, an agency may seek to keep (or recruit) an out-of-state employee with a rare, hard-to-find skillset or background.
- Legacy agreements. Agencies may also consider continuing to support previously approved out-of-state telework agreements that may not meet the criteria listed above as legacy agreements, if they are working well and based on continuing business needs.