If an employee has exhausted or will shortly exhaust all leave and is in danger of needing to terminate his/her employment, or go on leave without pay status, he/she may apply for the Washington State Shared Leave Program (WAC 357-31-380). Conditions under which this program would be implemented are:

1. The employee has been called to service in the uniformed services;
2. The employee is volunteering with a governmental agency or a nonprofit organization when a state of emergency has been declared within the United States;
3. The employee or a relative or household member is suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition; or
4. The employee is a victim of domestic violence, sexual assault, or stalking as defined in RCW 41.04.655.

Under the shared leave program, leave may be transferred to another employee of Grays Harbor College, or with the approval of the heads of both agencies/institutions, to an employee of another agency or institution.