



## INTRODUCTION

Pursuant to RCW 34.05.328, the Employment Security Department hereby analyzes the costs and benefits of amending rules regarding data privacy. In 2019, the Legislature passed Engrossed Substitute Bill 5439, which directed the Employment Security Department to update data privacy procedures.

## COSTS

The rule change provides clarity on newly adopted statutes and provides details of the steps the Department will take to ensure the privacy of data in the possession of the Department. The rules do not create costs for employers or employees.

The Department anticipates less than \$10,000 in one-time implementation costs. The estimate provides for updating forms and training staff on data privacy procedures.

## BENEFITS

The amended rules provide security for Washington workers. Maintaining data privacy protects employee information and clarifies purposes for which data may be obtained, used, and shared.

## CONCLUSION

The benefits for employers and employees with updated data privacy are greater than the anticipated implementation costs. The amended rules will provide safety and security for the Washington workforce.