

# Final Cost-Benefit Analysis

## Leave of Absence

### Introduction

Pursuant to RCW 34.05.328, the Employment Security Department (Department) hereby analyzes the costs and benefits of permanently adopting rules regarding leaves of absence.

### Costs

No costs are anticipated. The Department has been operating as if the currently proposed rule language is in effect since 2011, following a decision by the Commissioner's Review Office (*In re Ausburn*, Empl. Sec. Comm'r Dec.2d 971 (2011)) that determined the rule was invalid.

### Benefits

The proposed rules provide clear and usable guidance for individuals who are on a leave of absence and wish to file a claim for unemployment benefits and for employers who have benefits charged from a claimant on a leave of absence.

### Conclusion

The amended rule provides clarity for employers and claimants regarding unemployment benefit claims when an individual is on a leave of absence while imposing no costs.