



# Implementation Plan

## Expanding Good Cause for Voluntarily Quitting Employment

### Introduction

Pursuant to RCW 34.05.328, the Employment Security Department (Department) hereby describes its implementation plan for its rulemaking implementing Engrossed Substitute House Bill 1106 (2023) (ESHB 1106), which expanded good cause reasons for voluntarily quitting employment.

### Plan to implement and enforce the rule

This rulemaking will update WAC 192-150-055 to reflect ESHB 1106, which, among other things, expanded good cause for voluntarily quitting a job due to death, illness, or disability and expanded “immediate family member” to “family member.” Specifically, this rulemaking will change “immediate family” to “family member” effective September 3, 2023, and defines the term “family member.” The rule also requires that, to establish good cause for leaving work voluntarily because of illness or disability or the illness, disability, or death of a family member, a claimant must first exhaust all reasonable alternatives, which includes requesting changes in working conditions, changes to work schedule, or a leave of absence.

The Department will update its training and manuals. The Department will continue to adjudicate claims by requiring self-attestations by claimants regarding death, illness, or disability of family members. During adjudication, the Department will also determine whether the claimant met the requirements of requesting changes in working conditions, changes to work schedule, or a leave of absence before separating from employment.

### Plan to inform and educate affected persons about the rule

The Department will share rules with interested parties through the Department’s online distribution lists.

### Plan to promote and assist voluntary compliance

The plan to promote and assist voluntary compliance will be identical to the plan to inform and educate affected persons about the rule.

### Plan to evaluate whether the rules achieve the purpose for which they were adopted

The Department can evaluate whether the rules achieve their purpose by determining how many claimants qualify for benefits under the changes implemented by ESHB 1106 that are incorporated into WAC 192-150-055 through this rulemaking.