



# Final Cost-Benefit Analysis

## Expanding Good Cause for Voluntarily Quitting Employment

### Introduction

Pursuant to RCW 34.05.328, the Employment Security Department (Department) hereby analyzes the costs and benefits of adopting rules regarding good cause for voluntarily quitting employment due to inaccessible care of a child or vulnerable adult and due to a change in a regularly scheduled shift or split shift.

### Costs

The purpose of the rulemaking is to implement some of the changes set forth in Engrossed Substitute House Bill 1106 (2023), which, among other things, amended RCW 50.20.050 and expanded the good cause reasons for voluntarily quitting a job to include inaccessible care for a child or vulnerable adult in the claimant's care and a change in a regularly scheduled shift or split shift. This rulemaking will clarify the requirements for quitting due to inaccessible care and also add a definition for "split shift" to the Department's rules. The Department's costs will be minimal and will include updating internal guidance and training documents.

### Benefits

The rulemaking will set forth the requirements for establishing that an individual has good cause to quit due to inaccessible care for a child or vulnerable adult. The rulemaking will also define "split shift." These changes will provide guidance and clarity to claimants and employers.

### Conclusion

The rulemaking will incorporate changes to RCW 50.20.050. These rules will provide clarity and guidance to claimants and employers without imposing more-than-minor costs. The benefit of providing clear and updated rules is greater than these probable costs.