

Preliminary 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)).

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.