



Implementation Plan

SOC Code Reporting for Federally Recognized Tribes

Introduction

Pursuant to RCW 34.05.328, the Employment Security Department (Department) hereby describes its implementation plan for its rulemaking regarding standard occupational classification (SOC) codes and job title reporting for federally recognized tribes.

Plan to implement and enforce the rule

This rulemaking will incorporate changes made by House Bill 1684 (2023), which amended RCW 50.12.070 and allows, but does not require, federally recognized tribes to report to the Employment Security Department (Department) SOC codes and job titles for its employees in its wage reports. The rulemaking does not require federally recognized tribes to take any action, although tribes may choose to report SOC codes or job titles. The Department already receives this information from other employers; therefore, the rulemaking does not require any new or additional action to be taken by the Department if a federally recognized tribe elects to report this information. In response to HB 1684, the Department adjusted its reporting system so that a warning would not issue when a federally recognized tribe did not report SOC codes or job titles. This adjustment imposed insignificant cost to the Department. No further expense will be necessary as a result of this rule change. Accordingly, implementation efforts will be minimal, and no enforcement efforts are necessary.

Plan to inform and educate affected persons about the rule

The Department will share rules with stakeholder groups 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 rulemaking will achieve its purpose by implementing HB 1684.