



## Significance Analysis

### SOC Code Reporting for Federally Recognized Tribes

#### Introduction

Pursuant to RCW 34.05.328, the Employment Security Department (Department) hereby places into the rulemaking file an analysis of the determinations required by RCW 34.05.328(1).

#### Analysis

- a) This rulemaking will incorporate changes made by House Bill 1684 (2023), which allows, but does not require, federally recognized tribes to report to the Employment Security Department standard occupational classifications (SOC codes) and job titles for its employees in its wage reports.
- b) A cost-benefit analysis has been prepared by the Department. The cost-benefit analysis is available on the Department's webpage.  
(<https://esd.wa.gov/newsroom/rulemaking/standard-occupational-code-reporting-federally-recognized-tribes>)
- c) Under both the preliminary and final cost-benefit analysis, the Department determined the probable benefits of the rule are greater than its probable costs, taking into account both the qualitative and quantitative benefits and costs and the specific directives of the statute being implemented.
- d) The amendments to WAC 192-310-010 and WAC 192-310-050 represent the least burdensome alternative.
- e) The rulemaking does not require those to whom it applies to take an action that violates the requirements of another federal or state law.
- f) The rule does not impose any performance requirements on public or private entities.
- g) This rule does not differ from any other federal regulation or statute.
- h) The Department has coordinated this rule, to the maximum extent practicable, with other federal, state, and local laws applicable to the same activity or subject matter.