

**WAC 192-150-055 Leaving work because of illness or  
disability—General rules and definitions—RCW 50.20.050**

**(1) (b) (ii) and (2) (b) (ii).** (1) For separations occurring before  
September 3, 2023:

(a) General rule. To establish good cause for leaving work  
voluntarily because of your illness or disability or the  
illness, disability, or death of a member of your immediate  
family, you must demonstrate that:

(i) You left work primarily because of such illness,  
disability, or death; and

(ii) The illness, disability, or death made it necessary  
for you to leave work; and

(iii) You first exhausted all reasonable alternatives  
prior to leaving work, including:

(A) Notifying your employer of the reason(s) for the  
absence as provided in WAC 192-150-060;

(B) Requesting changes in working conditions, changes to  
your work schedule, or a leave of absence; and

(C~~ii~~) Asking to be reemployed when you are able to return to work. (You are not required to request reemployment after the job separation has occurred to establish good cause.)

(b~~2~~) For claims with an effective date of January 4, 2004, or later, you are not eligible for unemployment benefits unless, in addition to the requirements of subsections (1) (a~~1~~) (i~~a~~) - (i~~ii~~e) above, you terminate your employment and are not entitled to be reinstated in the same or similar position.

(c~~3~~) **Exception.** You may be excused from failure to exhaust reasonable alternatives prior to leaving work as required by subsection (1) (a~~1~~) (i~~ii~~e) if you can show that doing so would have been a futile act.

(d~~4~~) **Definitions.** For purposes of this chapter:

(i~~a~~) "Disability" means a sensory, mental, or physical condition that:

(A~~i~~) Is medically recognizable or diagnosable;

(B~~ii~~) Exists as a record or history; and

(C~~iii~~) Substantially limits the proper performance of your job;

(~~ii~~) "Immediate family" means your spouse, domestic partner, and the children (including unborn children), siblings, step-children, foster children, or parents of either spouse or domestic partner, whether living with you or not, and other relatives who temporarily or permanently reside in your household;

(~~iii~~) "Necessary" means the conditions are of such degree or severity in relation to your particular circumstances that they would cause a reasonably prudent person acting under similar circumstances to quit work;

(~~iv~~) "Illness" includes a request from a medical professional, local health official, or the Secretary of Health to be isolated or quarantined as a consequence of an infection from a disease that is the subject of a public health emergency, even if you or your immediate family member have not been actually diagnosed with the disease that is the subject of a public health emergency.

(2) For separations occurring on or after September 3, 2023:

(a) **General rule.** To establish good cause for leaving work voluntarily because of your illness or disability or the illness, disability, or death of a member of your family, you must demonstrate that:

(i) You left work primarily because of such illness, disability, or death; and

(ii) The illness, disability, or death made it necessary for you to leave work; and

(iii) You first exhausted all reasonable alternatives prior to leaving work, including:

(A) Notifying your employer of the reason(s) for the absence as provided in WAC 192-150-060;

(B) Requesting changes in working conditions, changes to your work schedule, or a leave of absence; and

(C) Asking to be reemployed when you are able to return to work. (You are not required to request reemployment after the job separation has occurred to establish good cause.)

(b) You are not eligible for unemployment benefits unless, in addition to the requirements of subsections (2) (a) (i)-(iii)

above, you terminate your employment and are not entitled to be reinstated in the same or similar position.

(c) **Exception.** You may be excused from failure to exhaust reasonable alternatives prior to leaving work as required by subsection (2) (a) (iii) if you can show that doing so would have been a futile act.

(d) **Definitions.** For purposes of this chapter:

(i) "Disability" means a sensory, mental, or physical condition that:

(A) Is medically recognizable or diagnosable;

(B) Exists as a record or history; and

(C) Substantially limits the proper performance of your job.

(ii) "Member of your family" means your child, grandchild, grandparent, parent, sibling, or spouse, and also includes any individual who regularly resides in your home or with whom you are in a relationship that creates an expectation that you care for the person, and that individual depends on you for care.

"Member of your family" includes any individual who regularly resides in your home, except that it does not include an

individual who simply resides in your home with no expectation that you care for the individual.

(iii) "Child" includes a biological, adopted, or foster child, a stepchild, a child's spouse, or a child to whom you stand in loco parentis, are a legal guardian, or are a de facto parent, regardless of age or dependency status of the child, and including an unborn child.

(iv) "Grandchild" means a child of your child.

(v) "Grandparent" means a parent of your parent.

(vi) "Parent" means your or your spouse's biological, adoptive, de facto, or foster parent, stepparent, or legal guardian, or an individual who stood in loco parentis to you when you were a child.

(vii) "Sibling" means an individual with whom you share at least one parent.

(viii) "Spouse" means a husband or wife or a state-registered domestic partner.

(ix) "De facto parent" means adults who have fully and completely undertaken a permanent, unequivocal, committed, and responsible parental role in a child's life in which the natural

or legal parent consented to and fostered the parent-like relationship.

(x) "In loco parentis" means a situation in which an individual acts in place of a parent, intentionally takes over parental duties, and is responsible for exercising day-to-day care and control fulfilling the child's physical and psychological needs.

(xi) "Necessary" means the conditions are of such degree or severity in relation to your particular circumstances that they would cause a reasonably prudent person acting under similar circumstances to quit work.

(xii) "Illness" includes a request from a medical professional, local health official, or the Secretary of Health to be isolated or quarantined as a consequence of an infection from a disease that is the subject of a public health emergency, even if you or your immediate family member have not been actually diagnosed with the disease that is the subject of a public health emergency.