



Preliminary 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 amending its rules regarding expanding good cause for voluntarily quitting employment.

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, expanded good cause for voluntarily quitting a job due to illness, death, or disability. Specifically, this rulemaking will change “immediate family” to “family member” effective September 3, 2023, and will require that, to establish good cause for leaving work voluntarily because of illness or disability or the illness, disability, or death of a family member, a claimant must request changes in working conditions, changes to work schedule, or a leave of absence. The Department’s costs will be minimal and will include updating internal guidance and training documents.

Benefits

The proposed rulemaking will incorporate definitions of “member of your family” and specific family members into the Department’s rules, which will provide guidance and clarity to claimants and employers. The proposed rulemaking also incorporates the requirement from ESHB 1106 that, to establish good cause for leaving work voluntarily because of the illness, disability, or death of a family member, a claimant must request changes in working conditions, changes to work schedule, or a leave of absence.

Conclusion

The proposed rulemaking will incorporate changes set forth in ESHB 1106, which 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.**