

# Final 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 define “family member.” The rule will also 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 make reasonable efforts to preserve their employment status by requesting 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 and the Department’s website.

### Benefits

The rulemaking will incorporate definitions of “family member” and specific family members into the Department’s rules. These definitions will provide guidance and clarity to claimants and employers. The 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 make reasonable efforts to preserve their employment status by requesting changes in working conditions, changes to work schedule, or a leave of absence.

### Conclusion

The 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.