



## Significance Analysis

### Expanding Good Cause for Voluntarily Quitting Employment

#### 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 update WAC 192-150-055 to reflect Engrossed Substitute House Bill 1106 (2023) (ESHB 1106), which expanded good cause for voluntarily quitting a job due to death, illness, 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.
- 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/expanding-good-cause-voluntary-quitting-employment>)
- 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 192-150-055 represent the least burdensome alternative in appropriately implementing ESHB 1106.
- e) The rule 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.