



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, amended RCW 50.20.050 and expanded good cause for voluntarily quitting a job to include inaccessible care for a child or vulnerable adult and due to an employer changing the claimant’s schedule, under certain circumstances. This rulemaking will also add a definition for “split shift” to the Department’s rules. The Department’s costs will be minimal and will include updating internal guidance and training documents and updates to the Department’s claims systems.

Benefits

The proposed rulemaking will incorporate a new good cause reason to quit from ESHB 1106 and will define “split shift.” These changes will provide guidance and clarity to claimants and employers.

Conclusion

The proposed rulemaking will incorporate changes set forth in ESHB 1106, which amended RCW 50.20.050. These rules 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.