



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 is necessary to provide guidance to claimants and employers on some of the the new good cause reasons set forth in RCW 50.20.050. This rulemaking will clarify the requirements for establishing good cause to quit due to inaccessible care of a child or vulnerable adult in the claimant’s care. This rulemaking will also add a definition for “split shift” to the Department’s rules, clarifying the requirements for establishing good cause to quit due to a change in a regularly scheduled shift or split shift.
- 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 represent the least burdensome alternative to implement the statute.
- 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 applicable to the same activity or subject matter.
- 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.