



# Implementation Plan

## Transportation Network Companies – Calculating and Reporting Hours Worked

### Introduction

Pursuant to RCW 34.05.328, the Employment Security Department (Department) hereby describes its implementation plan for its rulemaking specifying how transportation network companies should calculate and report driver hours work in their quarterly reports.

### Plan to implement and enforce the rule

This rulemaking is necessary to amend current rules in accordance with the Department’s 2022 legislative report on transportation network companies and to integrate transportation network companies and their drivers into the unemployment insurance system as set forth in SHB 1570 (2023). This rulemaking will amend WAC 192-310-040 to clarify the method for transportation network companies to calculate and report hours worked by drivers in their quarterly reports to the Department. Transportation network companies are already required to report the hours worked by their employees; this rule explains how they should do so. Therefore, the rule does not impose a new requirement on these companies. Additionally, the Department already collects this information in the quarterly reports that it receives, and the Department monitors these reports to ensure that they contain the required information. Therefore, the rule will not require process or system changes by the Department. The Department will enforce the reporting requirements by flagging reports that are non-compliant and following up with the transportation network company accordingly, consistent with its current procedures.

### Plan to inform and educate affected persons about the rule

The Department will share rules with stakeholder groups through the Department’s online distribution lists.

### Plan to promote and assist voluntary compliance

The plan to promote and assist voluntary compliance will be identical to the plan to inform and educate affected persons about the rule.

### Plan to evaluate whether the rules achieve the purpose for which they were adopted

The Department will evaluate whether the rule amendment achieves its purpose by ensuring that transportation network companies submit the required information under its current procedures for collecting and reviewing quarterly reports.

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