



## Employment Security Department Semi-Annual Rulemaking Agenda (July – December 2025)

OFFICE OF THE CODE REVISER  
STATE OF WASHINGTON  
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WSR 25-16-003

The Employment Security Department (ESD) prepares a semi-annual rulemaking agenda in January and July each year to inform the public of expected upcoming rule changes. Pursuant to RCW 34.05.314, the agenda is published in the Washington State Register.

ESD encourages the public to be involved in the rulemaking processes by attending public hearings and submitting comments on rules. To stay informed of our progress and be notified of any changes, please sign up for email notifications: <https://public.govdelivery.com/accounts/WAESD/subscriber/new>. Additional rulemaking information is available on the agency website at [Rulemaking | Employment Security Department](#).

Subject Matter or Division	WAC Chapter or Sections	Purpose and scope of rulemaking	Pre-Proposal Notice Filings (CR101)	Proposed Rule and Public Hearing Filings (CR102 or CR105 expedited)	Permanent Rule Filing (CR103)
Unemployment Insurance Benefits	WAC 192-320-070	Updating the Department's rule on benefit charging	Filed June 20, 2024, as WSR 24-14-004	To be determined	To be determined
Unemployment Insurance Benefits	WAC 192-100-060	Implementing Engrossed Substitute Senate Bill (ESSB) 5041 by removing "lockout" from the definition of labor dispute	N/A	CR 105 expedited – To be determined	To be determined
Unemployment Insurance Benefits	WAC 192-01-001	Implementing ESSB 5525 by updating the Department's rule governance statement to include the provisions in Title 49 added by the bill	To be determined	To be determined	To be determined
Unemployment Insurance Benefits	WAC 192-04-170	Updating the requirements for filings with the Commissioner's Review Office	April 30, 2025, as WSR 25-10-035	To be determined	To be determined
Unemployment Insurance Benefits	WAC 192-150-115, WAC 192-150-120, and WAC 192-320-071	Implementing House Bill 1570 (2023)	Filed May 15, 2023, as WSR 23-11-067	To be determined	To be determined

Paid Family and Medical Leave	WAC 192-500-010, WAC 192-510-040 and 050, WAC 192-540-030, WAC 192-560-010, WAC 192-620-005, WAC 192-700-015 and 020.  Repealing WAC 192-560-011.	Implementing 2025 legislation (Engrossed Second Substitute House Bill 1213 and Substitute Senate Bill 5191) related to benefit eligibility requirements, employer sizing, small business grants, definitions, and employment restoration rights.  Repealing a pandemic leave assistance rule.	Filed May 29, 2025, as WSR 25-12-056	To be determined	To be determined
Long-Term Services and Supports Trust (WA Cares Fund)	WAC 192-900-040, 045, and 050, WAC 192-940-005 and 010, WAC 192-925-015	Implementing a portion of Substitute House Bill 2467 (2024), implementing portions of chapter 50B.04 RCW, and other rules related to program definitions, qualified individuals, and appeals procedures.	Filed March 26, 2024, as WSR 24-08-028	Filed December 18, 2024, as WSR 25-01-166	Filed February 14, 2025, as WSR 25-05-068
Long-Term Services and Supports Trust (WA Cares Fund)	WAC 192-905-006, WAC 192-905-008 (new rule), WAC 192-905-009 (new rule), WAC 192-910-015, WAC 192-910-030 (new rule), WAC 192-920-005, WAC 192-940-010, WAC 192-940-011 (new rule), chapter 192-950 WAC (new chapter), WAC 192-950-005 (new rule), WAC 192-950-010 (new rule), WAC 192-950-015 (new rule).	Implementing 2025 legislation (ESSB 5291) related to a pilot project, qualifying for benefits, a new voluntary exemption for off-duty civilian employment for active-duty service members, automatic exemptions for non-immigrant work visa holders, voluntary rescission of private long-term care insurance exemptions, collective bargaining agreement participation, and outlining the department's process for determinations.	Filed May 28, 2025, as WSR 25-12-047	To be determined	To be determined

ESD is responsible for initiating rulemaking to implement new state laws, meet federal requirements, and to meet unforeseen circumstances. Because of this variability, this agenda is prepared for informational purposes only and any dates noted herein are planning estimates that are subject to change. Additional rulemaking can occur in addition to what is listed on the agenda.

This agenda does not constitute a rule or rulemaking action. Any errors or omissions in this agenda do not affect the actual rules or rulemaking notices filed with the Office of the Code Reviser and published in the Washington State Register.

The rulemaking process can appear complex. ESD has outlined the process on its website to help constituents understand and become involved: <https://www.esd.wa.gov/newsroom/rulemaking-process>. If you have additional questions, please contact the Agency Rules Coordinator, Janette Benham at (360) 790-6583, or email at [rules@esd.wa.gov](mailto:rules@esd.wa.gov).