



## **Introduction**

Pursuant to RCW 34.05.328, the Employment Security Department (Department) hereby describes its implementation plan for its rulemaking regarding relief of benefit charges for employers offering part-time work and voluntarily quitting for reduction of wages or hours of 25% or more.

## **Plan to implement and enforce the rule**

Under the new rules addressing reductions of wages or hours of 25% or more, the Department will collect aggregate data on driver hours and wages reported by Transportation Network Companies (TNCs) for each region each quarter. Staff will use the data to calculate whether an aggregate reduction of hours or wages of 25% or more has occurred for each TNC for each quarter and will post the information on the Department's website and notify TNCs and drivers' unions of the results of the calculations.

Department staff already reviews requests for relief of benefit charges from employers who continue to offer part-time work to claimants who have separated from other employment. In those reviews, staff determine whether the employer continues to offer employment hours in substantially the same amount as during the claimant's base year. Under the new rule, staff will calculate whether the employer is continuing to make available an amount of hours that equal at least 90% of the number of hours offered during the claimant's base year.

## **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 and website.

The Department will also work directly with TNCs and drivers' unions to inform them of the new rules.

The Department will post its calculations regarding driver wages and hours each quarter for each region on its website.

## **Plan to promote and assist voluntary compliance**

The Department will communicate with TNCs to encourage compliance with the new reporting requirements.

For part-time employers requesting relief of benefit charges for claimants who have separated from other employers, the Department will request information from the employers necessary to determine whether they are providing hours equal to 90% or more of the hours provided during the claimant's base year.

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

The Department will evaluate whether the rules achieve their purpose by determining whether part-time employers are continuing to receive relief of benefit charges under the new rule.

The Department will also evaluate whether TNCs are reporting as required under the new rules.

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