Agency: Employment Security Department

Effective date of rule:
- Permanent Rules
  ☒ 31 days after filing.
  ☐ Other (specify) ______ (If less than 31 days after filing, a specific finding under RCW 34.05.380(3) is required and should be stated below)

Any other findings required by other provisions of law as precondition to adoption or effectiveness of rule?
- ☐ Yes  ☒ No
  If Yes, explain:

Purpose: The Employment Security Department (ESD) is responsible for implementing the Paid Family and Medical Leave Program in accordance with Title 50A RCW. Rulemaking will be done in several distinct phases. In phase 1, ESD is establishing rules on: (1) Assessing and collecting premiums for the Paid Family and Medical Leave Program; (2) Collective bargaining agreements; and (3) Implementing procedures for voluntary plans.

Citation of rules affected by this order:
- Repealed:
- Amended:
- Suspended:

Statutory authority for adoption: RCW 50A.04.215

Other authority:

PERMANENT RULE (Including Expedited Rule Making)
Adopted under notice filed as WSR 18-08-083 on April 4, 2018 (date).
Describe any changes other than editing from proposed to adopted version: In WAC 192-530-020(1)(a), the words “at least” were added after the word “take” to clarify that a voluntary plan may offer more leave than is required by statute. In WAC 192-510-010(1)(a) and WAC 192-530-050(2), the word “who” following “employer” was changed to “that” since employers are entities. In WAC 192-530-050, the word “reports” was removed to correct a duplicate word error and the word “wishes” was changed to “intends” for purposes of clarity.

If a preliminary cost-benefit analysis was prepared under RCW 34.05.328, a final cost-benefit analysis is available by contacting:
Name: Christina Streuli
Address: Employment Security Department PO Box 9046, Olympia, WA 98507-9046
Phone: (360) 791-6710
Fax: TTY: 711
Email: cstreuli@esd.wa.gov

Other:
Note: If any category is left blank, it will be calculated as zero. No descriptive text.

Count by whole WAC sections only, from the WAC number through the history note. A section may be counted in more than one category.

The number of sections adopted in order to comply with:

<table>
<thead>
<tr>
<th>Category</th>
<th>New</th>
<th>Amended</th>
<th>Repealed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal statute</td>
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<tr>
<td>Federal rules or standards</td>
<td></td>
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</tr>
<tr>
<td>Recently enacted state statutes</td>
<td>New</td>
<td>15</td>
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The number of sections adopted at the request of a nongovernmental entity:

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The number of sections adopted on the agency’s own initiative:

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</thead>
</table>

The number of sections adopted in order to clarify, streamline, or reform agency procedures:

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</table>

The number of sections adopted using:

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<tbody>
<tr>
<td>Negotiated rule making</td>
<td></td>
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</tr>
<tr>
<td>Pilot rule making</td>
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<tr>
<td>Other alternative rule making</td>
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</tbody>
</table>

Date Adopted: 5-29-18

Name: Cami Feek

Title: Acting Commissioner

Signature: [Signature]

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