



Paid Family and Medical Leave Rule Making: Phase I

Washington’s new Paid Family and Medical Leave Act went into effect earlier this year—and the Employment Security Department is developing the new program now. As directed by the Legislature, premium assessment begins on Jan. 1, 2019 and benefits will be available on Jan. 1, 2020.

ESD has scheduled two rulemaking planning meetings to ask stakeholders to help us identify the information and content that should be included in the new regulations associated with the Paid Family and Medical Leave Act.

We are first seeking input from stakeholders regarding the following sections of RCW 50A.04:

[50A.04.105](#)

[50A.04.110](#)

[50A.04.115](#)

[50A.04.120](#)

[50A.04.125](#)

[50A.04.235](#)

[50A.04.260](#)

[50A.04.600](#)

[50A.04.605](#)

[50A.04.610](#)

[50A.04.615](#)

[50A.04.620](#)

[50A.04.625](#)

[50A.04.630](#)

[50A.04.635](#)

[50A.04.640](#)

[50A.04.645](#)

[50A.04.650](#)

[50A.04.655](#)

[50A.04.660](#)

[50A.04.665](#)

We will hold future rulemaking planning sessions on additional sections of the law and we will let stakeholders know when these additional sessions are scheduled.

How rulemaking works

The rulemaking process is critical to making sure that the state implements laws as intended by the Legislature. We intend to engage stakeholders early and often in the rulemaking process to ensure successful implementation. There are three major phases to the rulemaking process:

1. **Notification to the public of intent to commence rule making:** This first step involves filing a CR-101 with the Code Reviser's Office. This is the phase that we are currently in. We filed a CR-101 on Nov. 20, 2017. At this time, we are preparing to hear from stakeholders and about where they see a need for rules.
2. **Opportunity to submit formal comments:** During the next phase, we will file a CR-102 and provide stakeholders and interested parties with the opportunity to submit formal comments on the proposed rules before making a final decision. Written feedback submitted to us will be circulated to all stakeholders for review.
3. **Notification of final rule:** Finally, we file a CR-103 to notify the public of the new rule.

Next steps

We plan to build a stakeholder engagement web site to house public comments, important documents and timelines to allow for transparency and public participation. We will let stakeholders know once it is available.