
HOUSE BILL 2264

State of Washington

69th Legislature

2026 Regular Session

By Representatives Berry, Scott, Reed, Obras, Parshley, Thomas, Ormsby, Fosse, and Pollet

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1 AN ACT Relating to unemployment insurance benefits for workers
2 separated from employment as a result of employer-initiated layoffs
3 or workforce reductions; and adding a new section to chapter 50.20
4 RCW.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6 NEW SECTION. **Sec. 1.** A new section is added to chapter 50.20
7 RCW to read as follows:

8 (1) An individual separated from employment on or after June 14,
9 2026, is deemed to be unemployed through no fault of their own if the
10 commissioner finds that:

11 (a) The separating employer took the first action in the
12 separation process by announcing in writing to its employees that:

13 (i) The separating employer planned to reduce its workforce
14 through a layoff or reduction in force; and

15 (ii) Employees could offer to be among those included in the
16 layoff or reduction in force;

17 (b) The individual offered to be one of the employees included in
18 the layoff or reduction in force; and

19 (c) The separating employer terminated the individual's
20 employment as a result of the layoff or reduction in force plans
21 under this section.

1 (2) When undertaking a layoff or reduction in force, a separating
2 employer may allow employees to rescind an offer under subsection
3 (1)(b) of this section. The availability of an option to rescind an
4 offer does not disqualify an individual from benefits, provided that
5 the separation from employment met the requirements in subsection (1)
6 of this section.

7 (3) This section does not apply when the employer modifies
8 benefits or otherwise encourages early retirement or early separation
9 and the employer and employee do not comply with subsection (1) of
10 this section.

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