

CERTIFICATION OF ENROLLMENT

**HOUSE BILL 2264**

69th Legislature  
2026 Regular Session

Passed by the House February 10, 2026  
Yeas 94 Nays 0

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**Speaker of the House of  
Representatives**

Passed by the Senate March 6, 2026  
Yeas 48 Nays 0

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**President of the Senate**

Approved

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**Governor of the State of Washington**

CERTIFICATE

I, Bernard Dean, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **HOUSE BILL 2264** as passed by the House of Representatives and the Senate on the dates hereon set forth.

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**Chief Clerk**

FILED

**Secretary of State  
State of Washington**

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**HOUSE BILL 2264**

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Passed Legislature - 2026 Regular Session

**State of Washington**

**69th Legislature**

**2026 Regular Session**

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

Prefiled 01/06/26. Read first time 01/12/26. Referred to Committee on Labor & Workplace Standards.

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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