

CERTIFICATION OF ENROLLMENT

**HOUSE BILL 2264**

Chapter 150, Laws of 2026

69th Legislature  
2026 Regular Session

UNEMPLOYMENT INSURANCE—EMPLOYER-INITIATED LAYOFFS OR WORKFORCE  
REDUCTIONS

EFFECTIVE DATE: June 11, 2026

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

LAURIE JINKINS

**Speaker of the House of  
Representatives**

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

DENNY HECK

**President of the Senate**

Approved March 23, 2026 3:12 PM

BOB FERGUSON

**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.

BERNARD DEAN

**Chief Clerk**

FILED

March 24, 2026

**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.

Passed by the House February 10, 2026.

Passed by the Senate March 6, 2026.

Approved by the Governor March 23, 2026.

Filed in Office of Secretary of State March 24, 2026.

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