

## WSR 26-06-021

## PERMANENT RULES

## EMPLOYMENT SECURITY DEPARTMENT

[Filed February 23, 2026, 7:09 a.m., effective March 26, 2026]

Effective Date of Rule: Thirty-one days after filing.

Purpose: Under the Securing Timely Notification and Benefits for Laid-Off Employees Act, chapter 49.45 RCW, certain employers are required to provide notice to impacted employees and the employment security department (department) before the employer initiates a mass layoff or business closing, with certain exceptions. The notices must include the names and addresses of impacted employees. The purpose of this new rule is to explain that employee information received by the department through employer notices required by RCW 49.45.020 will be used by the department to administer and provide services to those individuals under the Employment Security Act in Title 50 RCW. Specifically, the department will use the information in the notices to provide information about unemployment insurance benefits; coordinate with workforce development partners to provide rapid response services, which includes dislocated worker program services, job seeker services, and retraining services, among others; and support program integrity through eligibility verification and fraud prevention. This rule helps clarify that, although the notices are required under chapter 49.45 RCW, the department uses the information in the notices to carry out its duties under Title 50 RCW.

Citation of Rules Affected by this Order: New WAC 192-460-150.

Statutory Authority for Adoption: RCW 49.45.070, 50.12.010, and 50.12.040.

Adopted under notice filed as WSR 26-01-016 on December 4, 2025.

Number of Sections Adopted in Order to Comply with Federal Statute: New 0, Amended 0, Repealed 0; Federal Rules or Standards: New 0, Amended 0, Repealed 0; or Recently Enacted State Statutes: New 1, Amended 0, Repealed 0.

Number of Sections Adopted at the Request of a Nongovernmental Entity: New 0, Amended 0, Repealed 0.

Number of Sections Adopted on the Agency's own Initiative: New 1, Amended 0, Repealed 0.

Number of Sections Adopted in Order to Clarify, Streamline, or Reform Agency Procedures: New 1, Amended 0, Repealed 0.

Number of Sections Adopted using Negotiated Rule Making: New 0, Amended 0, Repealed 0; Pilot Rule Making: New 0, Amended 0, Repealed 0; or Other Alternative Rule Making: New 0, Amended 0, Repealed 0.

Date Adopted: February 23, 2026.

Joy Adams, Director  
Employment System Policy and Integrity Division

**RDS-6679.2**

NEW SECTION

**WAC 192-460-150 Use of employee information under the Securing Timely Notification and Benefits for Laid-off Employees Act.** The department shall use employee information received through notices re-

quired under RCW 49.45.020 to administer the Employment Security Act for the benefit of those affected by a business closure or mass lay-off. This includes:

- (1) Facilitating prompt access to information and support regarding unemployment insurance benefits for affected employees;
- (2) Coordinating with workforce development partners to provide rapid response services; and
- (3) Supporting program integrity through eligibility verification and fraud prevention.