WSR 26-10-016
EXPEDITED RULES
EMPLOYMENT SECURITY DEPARTMENT

[Filed April 28, 2026, 6:38 a.m.]

Title of Rule and Other Identifying Information: WAC 192-150-100 Employer-initiated layoffs or reductions in force.

Purpose of the Proposal and Its Anticipated Effects, Including Any Changes in Existing Rules: WAC 192-150-100 Employer-initiated layoffs or reductions in force, addresses an individual's ability to qualify for benefits when they separate from employment due to their employer initiating a layoff or reduction in force. HB 2264 (2026) adds a new section to chapter 50.20 RCW that codifies WAC 192-150-100 into law, with some changes to the rule's language. The bill adds language specifying that the availability of an option for an individual to rescind an offer to be included in the layoff or reduction in force does not disqualify an individual from benefits, provided that the separation from employment otherwise met the requirements. The rule does not fully align with the new statutory language and is no longer necessary. As such, the employment security department (ESD) is repealing the rule.

Reasons Supporting Proposal: The rule language does not fully align with the new statutory language, and the rule is no longer necessary. Therefore, it is being repealed.

Statutory Authority for Adoption: RCW 50.12.010 and 50.12.040; HB 2264 (2026).

Statute Being Implemented: HB 2264 (2026).

Rule is not necessitated by federal law, federal or state court decision.

Name of Proponent: ESD, governmental.

Name of Agency Personnel Responsible for Drafting: Stephanie Frazee, Olympia, Washington, 425-465-0313; Implementation and Enforcement: J.R. Richards, Olympia, Washington, 360-463-1079.

This notice meets the following criteria to use the expedited repeal process for these rules:

The rule is no longer necessary because of changed circumstances.

Explanation of the Reason the Agency Believes the Expedited Rule-Making Process is Appropriate: The rule is being repealed because it is no longer necessary due to HB 2264 (2026).

NOTICE

THIS RULE IS BEING PROPOSED UNDER AN EXPEDITED RULE-MAKING PROCESS THAT WILL ELIMINATE THE NEED FOR THE AGENCY TO HOLD PUBLIC HEARINGS, PREPARE A SMALL BUSINESS ECONOMIC IMPACT STATEMENT, OR PROVIDE RESPONSES TO THE CRITERIA FOR A SIGNIFICANT LEGISLATIVE RULE. IF YOU OBJECT TO THIS USE OF THE EXPEDITED RULE-MAKING PROCESS, YOU MUST EXPRESS YOUR OBJECTIONS IN WRITING AND THEY MUST BE SENT TO Stephanie Frazee, ESD, P.O. Box 9046, Olympia, WA 98507-9046, phone 425-465-0313, fax 844-652-7096, email esdgpuirules@esd.wa.gov, BEGINNING April 28, 2026, AND RECEIVED BY July 7, 2026.

April 28, 2026
Joy Adams, Director
Employment Policy Security and Integrity Division