

**RULE IMPLEMENTATION PLAN
(RCW 34.05.328)
AMENDED WAC 192-630-015**

Introduction

Pursuant to RCW 34.05.328, the Paid Family and Medical Leave (PFML) division of the Employment Security Department (Department) hereby places into the rulemaking file this implementation plan.

In its original form, this rule required the department to send an exact copy of the determination that an employee receives on an initial application for benefits to the employer. This raised concerns over the employee's privacy and the potential risks of proactively sharing certain information with employers. This amendment limits the information the employer receives to notification that the department has either approved or denied the application.

1. Plan to Implement and Enforce the Rule

The amended rule will be integrated into operational policy and discussed with staff internally. It will also be, to the extent necessary, integrated into the program's technological functionality to automate processes and simplify the customer experience.

2. Plan to Inform and Educate Affected Persons

Information regarding WAC 192-630-015 will be posted on the Department's website. Customer service staff will be trained on the changes and will be available by phone and email to answer customer questions.

Emails are sent to all PFML mailing list subscribers summarizing our rulemaking processes and providing updates on any rule changes. Additional information, including final rule text, is available on our rulemaking website.

3. Promote and Assist Voluntary Compliance

Customer service representatives will be trained on the changes to WAC 192-630-015 and will be available by phone and email to answer customer questions.

This rule amendment has no impact to employers or employees for program compliance.

4. Plan to Evaluate Whether the Rules Achieve the Purpose for Which They Were Adopted

The amended rule is a result of privacy concerns expressed by the stakeholder community. The Department will consider feedback from privacy advocates and employer representatives on the success of the new notification requirements.