

Paid Family and Medical Leave



Employment Security Department
WASHINGTON STATE



Listening Session
Phase 4 - Rulemaking
Paid Medical and Family Leave

October 15, 2018

Listening Session
Phase 4 - Rulemaking
Paid Medical and Family Leave

Please mute your phones.

AGENDA

Date: Monday, October 15, 2018

Time: 9:00 a.m. – 11:00 a.m.

Location: 640 Woodland Square Loop SE | Lacey, Washington

Room: Park Place A & B (1st floor)

REMOTE PARTICIPATION

Conference Call Information:

Participant Phone Commands: *6 – Mute/Un-mute Own Line; *0 – Operator Assistance.

Call-In Number: (360)407-3780 / PIN Code: 496634#

*****Please mute your phone during the meeting unless you are providing a comment.*****

- 1. Welcome and Introductions**
- 2. Meeting Goals**
- 3. Rulemaking Process & Timeline Update**
- 4. Public Comment – Continuation of Benefits & Fraud**
- 5. Final Thoughts & Next Steps**
- 6. Meeting close**

Rulemaking - Overview



Phase 2 Nov./Dec., 2018	Phase 3 Mar./Apr., 2019	Phase 4 Jun./Jul., 2019	Phase 5 Aug./Sep., 2019	Phase 6 Nov./Dec., 2019
Employer responsibilities Small business assistance Penalties	Benefit Applications Benefit Eligibility	Continuation of Benefits Fraud	Job Protection Benefit Overpayment	Appeals

Rulemaking – Phase 4

- One listening session
- File notice of preproposal (CR101)
- First draft of rules posted
- Pre-proposal meeting #1
- Second draft of rules posted
- Pre-proposal meeting #2
- File notice of proposed rules (CR102)
- Public hearing #1
- Public hearing #2
- File notice of rule adoption (CR103)



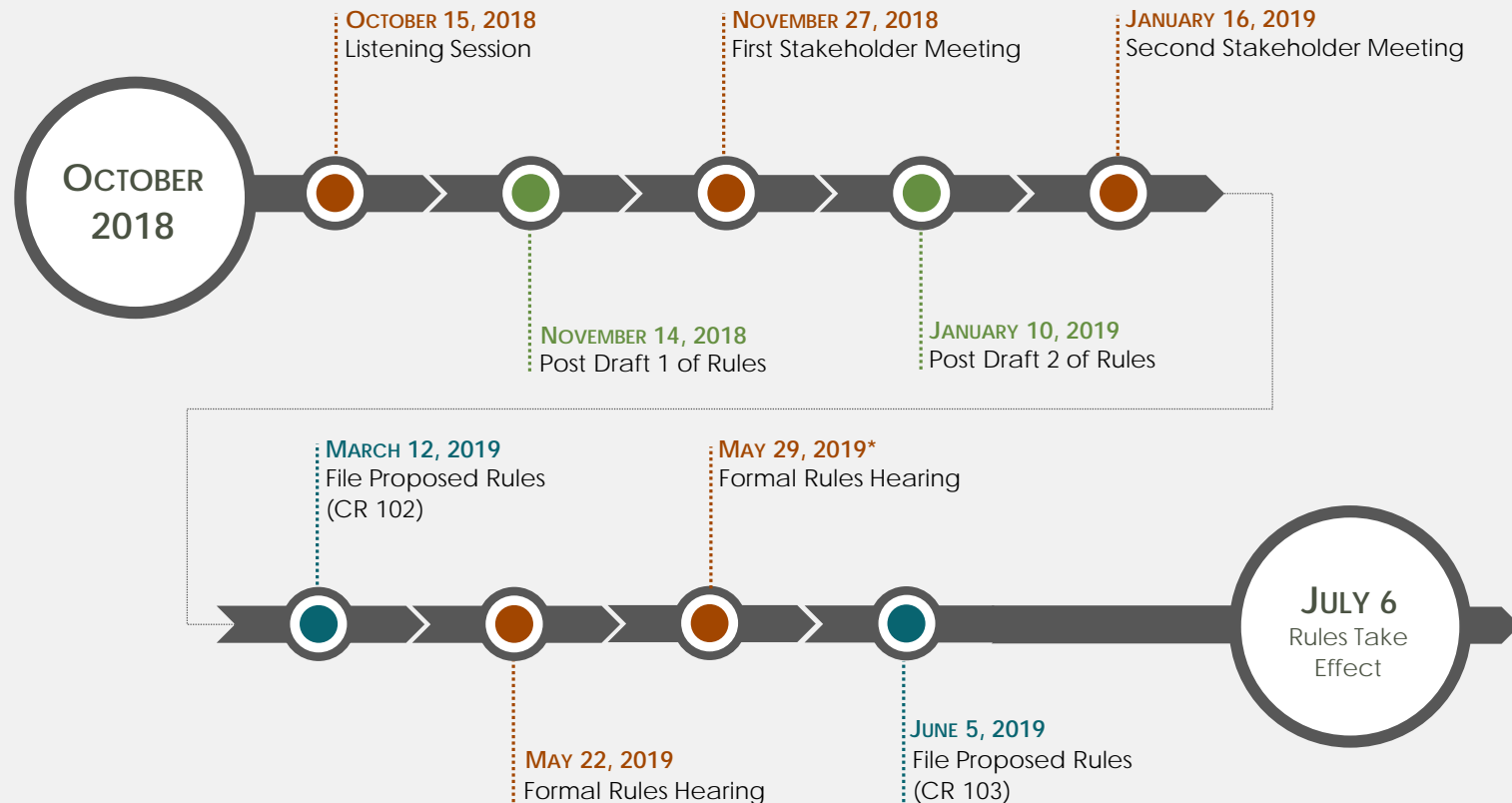
Informal feedback



Formal feedback

PHASE 4 RULEMAKING TIMELINE

CONTINUATION OF BENEFITS ♦ FRAUD



** Formal comment period
begins March 12 and ends at
5:00 p.m. on May 29.*

This timeline is an **approximate** timeframe for completion of draft rules for Phase 4 of the Paid Family and Medical Leave rulemaking process. Dates are subject to change.

Rulemaking – Phase 4 RCWs

Continuation of Benefits, Fraud

	RCW	Caption
1	50A.04.015	Employee Eligibility.
2	50A.04.020	Benefit – Amount and duration.
3	50A.04.035	Application for benefits
4	50A.04.040	Timing of benefit payments—Employer contest of application
5	50A.04.045	Benefit exclusions and disqualifications—Employee penalties
6	50A.04.055	Federal income taxes – Withholding.

Rulemaking – Phase 4 RCWs

Continuation of Benefits, Fraud

	RCW	Caption
7	50A.04.060	Child support obligations – Withholding.
8	50A.04.240	Unemployment compensation, industrial insurance, and disability insurance laws – Effect on chapter.
9	50A.04.250	Leave available under other laws – Coordination.
10	50A.04.255	Discrimination laws not affected.
11	50A.04.260	Employer supplementation – Rights not subject to waiver or diminishment.
12	50A.04.600	Voluntary Plans – Generally.

Final thoughts and Next Steps

Continuation of Benefits, Fraud

Other comments?

- What have we missed?
- What should be included in this phase that we have not discussed?
- Should anything be moved out of this phase?

Next Steps:

- Draft version 1 of phase 4 rules and release for public comment on November 14, 2018
- Hold stakeholder meeting on November 27, 2018

Questions

Continuation of Benefits, Fraud

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