

## REASONS FOR ADOPTING THE RULE

### **WAC 192-500-010 Employer.**

As required by the passage of SHB 2614, this rule was amended to exclude casual labor as defined by RCW 50A.05.010 from the definition of the term “employer.”

### **WAC 192-500-185 Waiting period.**

As required by the passage of SHB 2614, this rule was amended to exclude family leave for the purposes of military exigency from the waiting period requirement.

### **WAC 192-570-030 What is the process for an employee to file a complaint alleging that an employer committed unlawful acts?**

As required by the passage of SHB 2614, this rule was developed to establish the process for the department to receive complaints from employees who believe their employer has committed unlawful acts.

### **WAC 192-570-040 What happens when the department receives a complaint alleging unlawful acts by an employer?**

As required by the passage of SHB 2614, this rule was developed to establish criteria necessary to adjudicate a complaint received from an employee.

### **WAC 192-570-050 How are damages and liquidated damages assessed by the department, awarded, and paid?**

As required by the passage of SHB 2614, this rule was developed to establish how monetary damages are awarded in the event the department finds that an employer has committed unlawful acts resulting in financial harm.

## VARIANCE BETWEEN PROPOSED RULE AND FINAL RULE

No changes were made between the proposed rules and the final rules.

## SUMMARY OF COMMENTS TO PROPOSED RULES AND AGENCY RESPONSE

No written comments were received on the proposed rules and no one testified at the public hearing.