

INTRODUCTION

As required under RCW 34.05.328, the Leave and Care Division of the Employment Security Department (department) is placing into the rulemaking file an implementation plan regarding a new chapter of Paid Family and Medical Leave (PFML) program rules under Title 192 WAC to implement a pilot program, effective July 1, 2024 through December 31, 2028, for Transportation Network Company (TNC) drivers created under Substitute House Bill 1570, which passed during the 2023 legislative session.

New chapter of Rules:

Chapter 192-511 WAC Transportation network company pilot program

WAC 192-511-005 Definitions applicable to the transportation network company pilot program.

WAC 192-511-010 How do transportation network company drivers elect paid family and medical leave coverage?

WAC 192-511-015 Transportation network company rights and responsibilities.

WAC 192-511-020 Self-employed elective coverage requirements apply to the pilot program.

PLAN TO IMPLEMENT AND ENFORCE THE RULE

The department will integrate the rule amendments, effective July 1, 2024, into operational policy and discuss the rules with staff members. The content of the rules will also be integrated into the program's technological functions to implement the changes, automate processes, and simplify the customer experience. The program's webpage will be updated with information regarding the circumstances in which family leave may be taken to bond with a child placed in the home. Decisions by the Commissioner's Review Office that are deemed precedential may be published online or in another manner approved by the department.

PLAN TO INFORM AND EDUCATE AFFECTED PERSONS ABOUT THE RULE

Information regarding the amendments will be posted on the department's website and included in all relevant online literature. Customer service staff members will be trained on the subject matter of the rules and will be available by phone and email to answer customer questions. Emails are sent to all PFML mailing list subscribers summarizing the rulemaking processes and providing updates on any rules. Additional information, including the final text of the amendments, will be available on the program's rulemaking website.

In addition, the department communicates new information to employers that includes:

- Regularly scheduled employer newsletters sent to interested parties informing them of upcoming changes; and
- Updates to the program webpages that include notices of new requirements and an Employer Toolkit with resources for employers and workers.

PLAN TO PROMOTE AND ASSIST VOLUNTARY COMPLIANCE

The plan to promote and assist voluntary compliance will be identical to the plan to inform and educate affected persons about the rule.

PLAN TO EVALUATE WHETHER THE RULES ACHIEVE THE PURPOSE FOR WHICH THEY WERE ADOPTED

The department will consider feedback from customers and the stakeholder community to gauge the effectiveness and understanding of the changes to the rules.