

Advisory Committee Meeting- 12/17/2025

Attendance

Committee Members Present

- Jennifer Richards, Insurance Services Director
- Edsonya Charles, PFML Ombuds

Employee Representatives

- Samantha Grad, Teamsters 117
- Maggie Humphries, Moms Rising
- Joe Kendo, Washington State Labor Counsel
- Sam Hatzenbeler, Economic Opportunity Institute

Employer Representatives

- Rose Gundersen, Washington Retail Association
- James Crandall, Association of Washington Business
- Jan Himebaugh- Building Industry Association of Washington

ESD Staff

- Alison Eldridge, Deputy Director
- John Mattes- Assistant Director
- Josh Dye- Government Relations Director
- Brian Kennedy- Leave and Care Legislative Manager
- Chris Barron- Communication Director
- Eve Sheng- Actuary
- Karissa Burgess- Actuary 2
- Rebecca Grady, Leave and Care Research& Data Manager
- April Amundson- Leave and Care Policy Manager
- Jason Barrett- Lead Tax Policy Specialist
- Cezanne Levesque- Group Product Manager
- Chris Barron- Communications Director
- Rob Wells- Leave and Care Communications Manager
- Todd Dixon- Strategic Operations Manager
- Amanda Siemandel – Planning and Business Analyst- running slides
- Erika Ayala, Administrative Assistant 4- taking notes
- Kennidi Hunsicker, Administrative Assistant 4- taking notes

Agenda

- *Introduction and approval of October minutes*
- *OPMA training*
- *Advisory administration*
- *Program experience and performance measures*
- *Paid Leave Report Highlights*
- *Program priorities*
- *Open comment*

Introductions & approval of October Minutes

DISCUSSION	JR Richards, Director of Insurance Services
<ul style="list-style-type: none">• Joe Kendo Moves to approve October 2025 meeting minutes• Samantha Grad seconds approval• All in favor- October 2025 meeting minutes approved	

Open Public Meeting Basics

NAME	Lisa Peterson- ATG Office
<p>Washington's Open Public Meetings Act (OPMA)</p> <ul style="list-style-type: none">• Passed in 1971• Requires meetings to be open to the public, gavel to gavel.• Agencies exist to aid in the conduct of the people's business• Purpose is to allow the public to view the "decision making process."• Open Government Laws Like the OPMA are Often Called "Transparency Laws" or "Sunshine Laws" because they "shine light" on government. <p>Interpreting the OPMA</p> <ul style="list-style-type: none">• Act is liberally construed.• Exceptions are read narrowly• Error on side of transparency <p>WHO IS COVERED BY THE OPMA?</p> <ul style="list-style-type: none">• The OPMA applies to "all meetings of the governing body of a public agency"• Public Agency: state board, commission, department, educational institution, or other state agency which is created by or pursuant to statute.• Governing Body: multimember board, commission, committee, council, or other policy or rule-making body of a public agency, or any committee thereof when the committee acts on behalf of the governing body, conducts hearings, or takes testimony or public comment• RCW 42.30.020 <p>The OPMA Does Not Apply To</p> <ul style="list-style-type: none">• These entities:<ul style="list-style-type: none">○ Courts○ Legislature○ Agencies not defined as "public agency" in OPMA, such as agencies governed by a single individual○ Private organizations• These activities:	

- Licensing/permitting for businesses, occupations or professions or their disciplinary proceedings (or proceedings to receive a license for a sports activity, or to operate a mechanical device or motor vehicle)
- Quasi-judicial matters
- Matters governed by the WA Administrative Procedure Act, RCW 34.05
- Collective bargaining
- RCW 42.30.020(1), RCW 42.30.140

General requirements of the OPMA

- All meetings of the governing body must be open to the public
- No secret (anonymous) voting
- Decisions on motions, proposals, resolutions, orders, or ordinances ("final action") must be adopted at a public meeting or they will be invalid
- A "meeting" of a governing body occurs when a majority of its members gathers with the collective intent of taking "action," a.k.a. transacting the governing body's business.
- Quorum also known as majority of members present
 - Minimum number required by statute, rule or by-laws
 - Typically, a majority of members present

What is "action" under the OPMA?

- "Action" means "the transaction of the official business of the public agency" and includes:
 - Taking public testimony
 - Deliberations and discussions
 - Reviews
 - Evaluations
 - Final actions – collective positive/negative decision. RCW 42.30.020

COMMON ACTIVITIES THAT COULD BE A MEETING:

- Main Point: Collective intent by a majority to meet and transact business.
- Serial emails
 - What is a "serial" communication? (also known as informal polling)
 - Any chain communication in which less than a quorum is present, but the information is repeated such that a quorum has participated
 - Ex: A talks to B about agency business, B repeats what A said to C, etc.
- Group texts
- Social events
- Office gatherings
- Zoom/Teams
- Etc.

Types of meetings

- **Regular**
- Recurring meetings held according to a regular schedule (can be quarterly, yearly, etc)
- The governing body must establish the date and time of the regular meetings by resolution, order, or rule
- The agenda can be amended and final action can be taken on items on the agenda

- Governing body shall provide an opportunity at or before every regular meeting at which final action is taken for public comment (new requirement effective June 1, 2022)
- RCW 42.30.075.
- **Emergency**
- Notice is not required when special meeting called to deal with an emergency
- Emergency involves injury or damage to persons or property or the likelihood of such injury or damage
- Where time requirements of notice make notice impractical and increase likelihood of such injury or damage
- RCW 42.30.080(4)
- **Special**
- Any meeting other than a regular meeting
- May be called by the presiding officer or a majority of the members of the governing body
- Notice requirements
 - Notice must specify the time and place and specific business to be transacted
 - Cannot take final action on a topic unless the topic was listed in the notice
 - Exception: No notice required for a special meeting that is called to deal with an emergency
- RCW 42.30.080
- **Executive sessions**
- Part of a regular or special meeting that is closed to the public.
- Limited to specific purposes set out in the OPMA, including:
 - Real estate selection, sale, lease
 - Publicly bid contracts
 - Evaluating complaints against a public officer or employee
 - Evaluating qualifications of applicant for public employment
 - Meet with legal counsel about enforcement actions, litigation, potential litigation
- Presiding officer or chair must announce the purpose of executive session and time it will end; may extend time by further announcement.
 - Don't have to list what exactly will be covered but must note purpose.
 - You cannot come back earlier than you notified the public you will be done

Public attendance and conduct during meetings

- Any member of public must be permitted to attend. Agency cannot require any conditions for attendance, such as signing in.
- Must allow public comment at regular meeting at which final action is taken, this can be accomplished orally at the meeting or by written comment before the meeting
 - You may set reasonable parameters such as written comment only, keep to 1 or 2 minutes, etc
- Governing body can impose "generally applicable conditions ... reasonably necessary to protect the public health or safety, or to protect against interruption of the meeting." RCW 42.30.050.
 - E.g., remove disruptive attendees; clear meeting room; move meeting to new location.
- RCW 42.30.040, .050

Minutes

- Minutes of all regular and special meetings must be promptly recorded and open to public inspection
- Law doesn't specify a format; agency has discretion on how detailed minutes must be

- Minutes of executive sessions aren't required, but agency must enter the announced purpose of the executive session in the minutes.
- RCW 42.30.035; RCW 42.30.110(2)
- Penalties for violating the OPMA
- Any person" may bring action for an OPMA violation. Remedies:
 - Mandamus or injunction to stop or prevent violations (RCW 42.30.130)
 - Void decisions adopted at meeting that violated OPMA
 - Costs and reasonable attorney fees
- Personal liability for members
 - \$500 civil penalty for first knowing violation
 - \$1000 civil penalty for successive knowing violations
- RCW 42.30.120.

OPMA Training

- The "Open Government Trainings Act" requires OPMA training for every member of a governing body within 90 days of taking their oath or assuming their duties. Refresher training occurs no later than every 4 years.
- Training can be taken online, in person, or by other means.
- Training resources, videos, and more information about the Act (a "Q & A") are available on the Attorney General's Office Open Government Training Web Page: <http://www.atg.wa.gov/OpenGovernmentTraining.aspx>
- RCW 42.30.205.

Questions

- Let's say we are having conversations in a small sub-group for example 3 people (not quorum or majority) but there is an expectation of maintaining communication with other. If we find that somehow there is sort of a chained communication and it causes a collective failure to comply, is there a way to later come into compliance if we find this has happened?
 - If you are truly wearing your day job hat and it is not applicable to advisory business, you are fine. If you are having conversations in your advisory role, be cognizant of your responsibilities and conversations. You can schedule a special meeting if needed.
- There is space for unintentional violations, how do you come into compliance if this happens?
 - Bring it to the next meeting and fully discuss this topic and give the public the opportunity to have open comment and input

Advisory Administration

NAME	JR Richards, Director of Insurance Services
Proposed 2026 meeting schedule <ul style="list-style-type: none"> • Date Friday January 23, 2026, 1:30 to 2:30pm • Friday February 27, 2026, 1:30 to 3:30pm • Friday March 27, 2026, 1:30 to 3:30pm 	

- Wednesday May 27, 2026, 1:30 to 3:30pm
- Wednesday July 22, 2026, 1:30 to 3:30pm
- Wednesday September 23, 2026, 1:30 to 3:30pm
- Thursday October 29, 2026, 1:30 to 3:30pm
 - Moved to Thursday to avoid conflict with Long-term Services and Supports Trust Commission meeting
- Wednesday December 16, 2026, 1:30 to 3:30pm

New Proposal- Move Friday meetings from 3:30 to 4 and shorten to half an hour

- Samantha Grad-Do you feel confident a 30-minute meeting is long enough?
- JR- In UI during this timeframe, we have found that we do not use the full hour.
- Rose Gundersen- Would we still receive the performance data even if we don't discuss it?
- JR- Yes, we can absolutely still do that.
- Maggie- I think the 30 minutes is very doable. I would like to hear what others think about doing this meeting on a Friday.
- JR- Do you have an alternate to propose? I only ask because we have a timeline to get this to the code advisor.
 - Move January 23 and February 27th to Wednesdays 1-1:30
 - Move July 22, 2025, meeting to July 29th at 1:30
 - Samantha Grad moves to approve this new cadence, James Crandall Seconds, and all in favor

Updated approved meeting schedule

- Wednesday, January 21, 2026, 1 to 1:30 pm
- Wednesday, February 25, 2026, 1 to 1:30 pm
- Wednesday, March 25, 2026, 1:30 to 1:30 pm
- Wednesday, May 27, 2026, 1:30 to 3:30 pm
- Wednesday, July 29, 2026, 1:30 to 3:30 pm
- Wednesday, September 23, 2026, 1:30 to 3:30 pm
- Wednesday, October 29, 2026, 1:30-3:30 pm
- Wednesday, December 16, 2026, 1:30-3:30 pm

Program experience and performance measures

NAME	Rebecca Grady, Data and Research Manager
Monthly Benefit Payments	
<ul style="list-style-type: none"> • November 2025, \$161 million benefits paid <ul style="list-style-type: none"> ◦ 15% less than the prior month ◦ 13% more than November 2024 • \$176 million avg. monthly payments for previous 12 months • November 2025, avg. weekly benefit for new claim years was \$1,116 	
Monthly Premiums Remitted	
<ul style="list-style-type: none"> • November 2025, \$40 million in premiums remitted 	

- \$2.29 billion premiums remitted in the previous 12 months

Monthly Account Balance

- Ending account balance for November 2025 was \$229.47 million
- \$219 million more than the prior month
- \$59 million less than November 2024

Premiums, benefits, operating expenses, and account balance by quarter (millions)

- Q1 2025
 - Benefits- \$509
 - Premiums-\$386
 - Operating- \$19
 - Account Balance- \$-19
- Q2 2025
 - Benefits- \$534
 - Premiums- \$627
 - Operating- \$20
 - Account Balance- \$57
- Q3 2025
 - Benefits- \$562
 - Premiums- \$590
 - Operating-\$19
 - Account Balance- \$53
- Rose Gundersen-When you are in the negative, are you still able to pay out benefits to customers?
- Rebecca Grady- Yes, we have met with Office of Financial Management and have an agreement to move forward with payments when in a deficit
- James Crandall- Do you expect December to be in the negative as well? Is this a pattern?
- Rebecca Grady- Yes, we always see a deficit right before reporting month.

Customer-focused performance goals

- **Benefit wait time goals**
- Time to application decision
 - Goal: 75% within 14 days (historical "target two weeks")
- Time to first weekly claim processed
 - Goal: 75% within 21 days
- **Leave processing times**
- November 2025, short of goal with 72% of leave applications initially adjudicated within 14 days
 - 11 percentage points less than the previous month
 - 67 percentage points more than November 2024
 - November 2025, median processing time was 14 days
- November 2025, under goal with 64% of applications having first weekly claim processed within 21 days
 - 6 percentage points less than the previous month
 - 13 percentage points higher than November 2024
 - November 2025, median time from application submission to first weekly claim processed was 18 days

- **Customer contact response time**
- Phone hold time Goal: 80% within 10 minutes with zero receiving “high call volume” message
- November 2025, 43% of Paid Leave phone calls were answered within 10 minutes.
 - 2 percentage points less than the prior month
 - 1 percentage point less than November 2024
 - November 2025, avg. phone queue time was 32 minutes
- November 2025, 45% of calls to Leave and Care went into a queue
 - 15 percentage points less than the previous month
 - 3 percentage points more than November 2024
- Secure message & email response time
 - Goal: 80% within 1 business day (or 2 calendar days)
 - Will need new tech functionality to track
- Overall responsiveness goal
 - 80% of contacts meeting response time goals
 - Split out tracking by contact type and customer

Employer accounts

- **Employers with full account access**
- Goal: 65% of employers with quarterly reporting had full employer account access
- Q3 2025, 35% had full access accounts
 - 1 percentage point more than previous quarter
- 71% of those employers reporting for themselves had full access
 - 1 percentage point more than previous quarter
- 25% of employers using a TPA had full access
 - 1 percentage point more than previous quarter
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2025 Paid Leave Annual Report

NAME	Katie Geist, Research and Data
<p>Customer demographic analysis overview</p> <ul style="list-style-type: none"> • What customers were included? <ul style="list-style-type: none"> ○ About 214,000 who used leave between July 1, 2024 and June 30, 2025 ○ ‘Used leave’ means customers had at least one approved benefit payment • How were work-history eligible & total workforce comparisons constructed? <ul style="list-style-type: none"> ○ Used Paid Leave wage report data where possible ○ American Community Survey census data where needed • What characteristics are included in the report? <ul style="list-style-type: none"> ○ Age, gender, racial-ethnic identity, language preference, average hourly wage, employer size, employer industry, and geography 	

Customers ages 30-39 appear to have the highest participation

- Workers aged 30 to 39 have much higher participation than other age groups
- Younger workers (under 40 years) have more Family Bonding and Medical Pregnancy claims, whereas older workers (40+ years) have more Family Care and Medical claims
- Rose Gundersen- Slide 45-50 are all really interesting on usage of demographic, one slide that stood out is 45 when you segment it out by age, the highest usage age is 30-39 years old and the usage is 39% but the second highest is half of that. What I want to see that speaks to age and probably tied to family bonding, but the other sectors used by age 48 by employer size and industry sector, if you subsegment them by age, it will tell a different story because the age is so skewed.
- Katie Geist- If you look at our Paid Leave report you can see that we do, do that. Yes, you are absolutely correct a driver of intersectionality for usage.
- Rose Gundersen- Because that somewhat skews the segment the supporting age by wage if you squeeze the segment a little bit more.
- Katie Geist- If age is a driver and we're interested in other demographics; there are other things that correlate with this. One of those is that you have a higher wage.
- Rose Gundersen- The 45-48 combining, if that could be provided to us in the near future, that would be great because legislatures will see a more balanced picture.

Other demographics are consistent with past reports

- **Gender**
- Female-identifying customers have higher participation (55%) compared to male identifying customers (44%)
- Female-identifying customers use more total leave around welcoming a new child to the family, though male customers have higher relative bonding claim use
- Customers who identify as binary or prefer not to say use more leave for a serious medical condition
- **Race-Ethnicity**
- Workers who identify as Latina/o/x or Hispanic have higher participation in the Paid Leave program compared to their relative population size among eligible and all Washington workers
- Participation is lower for workers who identify as Asian or Asian American, White, or another racial-ethnic identity relative to their share of the Washington workforce
- Participation is similar to eligibility for workers who identify as Black or African American, Native Hawaiian or Other Pacific Islander, or American Indian or Alaska Native

Customer preference for non-English languages is increasing

- In FY25, 8.5% of customers indicated they prefer a language other than English on their benefit application.
- The proportion of customers who prefer a language other than English is steadily growing
 - 5% in FY22
 - 6% in FY23
 - 7% in FY24
- More prefer English on the Paid Leave application than spoken at home

Workers in highest and lowest wage groups have lower participation

- Workers in the lowest wage group (up to \$18) have lower participation and eligibility compared to middle-earners

- Workers in the highest wage group (more than \$60) also have reduced participation but slightly higher eligibility
- Lower-wage workers have more Medical Pregnancy claims
- Higher wage workers have more Family Bonding claims

Employees of smaller employers have reduced participation

- 50% of all customers work for an employer with 250 or more employees
- The biggest gaps are seen for customers working for employers with:
 - fewer than 8 employees- Paid Customers 3%, Work History-Eligible WA Workers 8%, All WA Workers 10%
 - 25–49 employees- Paid Customers 4%, Work History-Eligible WA Workers 8%, All WA Workers 8%
 - 50–149 employees- Paid Customers 9%, Work History-Eligible WA Workers 13%, All WA Workers 13%

Workers in Accommodation & Food Services and Retail Trade have lower participation and eligibility

- Participation is lowest for those who work in Accommodation & Food Services and Retail Trade relative to other WA workers
 - Work history eligibility is similarly lower
- Highest participation for workers in Health Care & Social Assistance
- Additionally, they have slightly higher eligibility relative to WA workers

Program participation varies across counties

- Adams, Grant, and Franklin counties had the most claims paid per 1,000 residents
- Ferry, Asotin, and Skamania counties had the fewest paid claims per 1,000 residents

Customers may be paid for multiple claims within a claim year

- 20% of customers were paid on two or more claims within their claim year
- Medical pregnancy + family bonding has the most customer claim years (57%), followed by multiple medical claims (17%) and multiple family bonding claims in the same claim year (10%)

FY25 changes and customer improvements

- Improved program equity and customer service
 - Added an option to select preferred language dialect, which facilitates interpreter service
 - Added graphics to the benefit approval letter to better explain next steps
 - Improved operational processes enabling customers with ITINs to apply online
 - Improved questions about leave dates and the application flow, laying some needed groundwork for future changes like simplifying the birth-to-bonding claim process
 - Community engagement team has been busily developing sustainable partnerships with community-based organizations and other agencies
- Program integrity & efficiency
 - Provided staff with additional information and controls to prevent fraud and ensure benefit payments are accurate and timely
 - James Crandall- Within research and data, are fraud models based on machine learning to identify fraud?
 - JR- Any benefits programs see fraud; fraud gets more supplicated and the agency has done a good job to prevent fraud and we're equipping teammates to process claims to have tolls to detect and prevent fraud.

- Alison Eldridge- We've been working on implementation for broader awareness of staff. More collaboration with adjudication.
- Improved the process for benefit customers to provide required documentation at time of application to reduce fact-finding and thus time to determination
- Rose Gundersen- Does the employer have the right to ask for the supporting documentation?
- Katie Geist- I will defer to the fact that there are ethical considerations leaning on the paid family medical leave act there are protections for the employee in place. If the employee was not evoking FMLA, I'm not the person to speak on that. The employee has the right to apply for PFML to if there are sufficient supporting documentation to support leave, then the employee is eligible.
- Maggie Humphries- I know employers are notified when an employee applies for leave and can see through the portal they have been approved. Is there notification when they are approved in terms of another written communications?
- Alison Eldridge- Employer is notified with a letter when the employee applies and they do get a second notification when the employee is approved or denied.
- Transitioned the power of attorney (POA) process from paper forms to a self-serve electronic system for employers and their agents
- Progress toward legislative mandates
 - Enhanced the benefit system to remove manual work when redetermining claims due to employment changes, backdating, appeals, and other circumstances that impact the claim year or qualifying period
 - Built the underlying functionality to withhold child support from benefit payments, which went live in September 2025
 - Fully implemented the Transportation Network Company (TNC) Pilot under SHB 1570 (2023), in which drivers can opt in/out of the pilot and their third-party administrator can report earnings and pay premiums quarterly on their behalf
- Elective Coverage participation grew, driven by the launch of the Transportation Network Company (TNC) Pilot for rideshare drivers
 - As of the end of June 2025, 10,830 accounts associated with approximately 10,300 individuals had elected coverage for Paid Leave.
 - New elective coverage accounts increased substantially in FY25, with 2,953 rideshare drivers who opted-in to the TNC Pilot.
 - About 1,900 (18%) elective coverage customers submitted benefit applications in FY25, of which 81% were approved.
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Program priorities

NAME	Alison Eldridge, Deputy Director
Portfolio status overview	
<ul style="list-style-type: none"> ● Unclaimed Properties 2025- Annual Project- Close out 11/30/2025 ● 2025 Annual Program report- Legislation- Close out 12/01/2025 	

- WA Cares Contribution Determination- Annual Project- On target
- WA Cares Exemptions 2026 (SSB 5291)- Legislation- On target
- Equitable Hiring: Implementation of EO 24-04 and 24-05- Legislation- On target
- Receiving benefit overpayments- Balance of Work- On target
- Assess and waive benefit overpayments- Balance of Work- On target
- Employer account notification and actions- Balance of Work- On target
- 2026 Annual changes (premium rate, WBA, SS cap)- Annual Project- On target
- Job protection and Small business grants (ESSHB 1213)- Legislation- On target
- 4-consecutive hours (ESSHB1213)- Legislation- on target
- 2025 1099Gs- Annual Project- On target
- Cloud Migration Portal- Enhancements- At risk
- Elective coverage for tribes- Balance of Work- On target
- Quality Assurance Revamp- Enhancements- On target
- WA Cares Annual Statements 2026- Annual Project- On target
- One Washington- Enhancements- At Risk
- **Key Accomplishments**
- Active deliverables
 - Kick- off Elective coverage for Tribes
- Sub-project deliverables approved by the steering (March and June)
 - Benefit overpayments
 - Employer responsibilities
 - Cross- program benefits
- Solution Design session: Gate 1 (Requirements and solution direction)
 - Reviewed the feature sets for sub-projects to deliver the project vision
 - Worked with leadership to validate the deliverables that are included in the MVP scope and considered for the future phases
 - The architects provided a high-level overview of their technical plan
- **Activities for the Upcoming Months**
- Onboarding QA Vendor: Finalize QA contract
- Funding gate submission: Complete the technology budget and the project management plan bases of the delivery plan provided by each sub-project team.
- Active projects: Continue to manage active projects
- Architect & solutioning session: Schedule and complete architectural/ solution the prioritized deliverable for March 2026
- Delivery plan: Prioritize and continue finalizing a delivery plan for each sub-project for 12/2025-06/206; 07/2026-06/2027

Implementation update: December release

- 52 features and 10 bug fixes, including:
 - Implementation of HB1213
 - Assessing, waiving, and accepting repayment of benefit overpayments
 - Employer homepage and quarterly reporting improvements
 - Cross-program benefit detection and prevention integrations
 - Required annual work (1099s, rate changes)
 - WA Cares benefit determinations and exemptions changes
- Non-technical work included:

- Development of seven new business processes and updates to 42 existing ones.
- Over 25 hours of staff training with more coming in January.
- Significant updates to external communication materials for benefit customers and employers, including web content, guides, toolkits, posters, notifications, emails, and letters.
- Three employer-focused webinars with over 1,000 registered attendees combined.

Employer accounts

- Updates to employer account homepage, including:
 - Displaying current employer contact information with easy access to update.
 - An account alerts banner.
 - New sections for Quick Actions, Access, More Services, and Resources.
- Implementation of grants for HB1213:
 - Ability to see and apply for small business assistance grants.
 - Ability for TPAs to apply for grants on behalf of employer customers.
 - Streamlined processes for staff to amend and approve applications.
 - Maggie Humphries- For the small business assistance grants, does that mean for the attestation only grants for small business of 15 and under are live?
 - Alison Eldride- Maybe yes and maybe no. That would be effective January first and generally we release technology in advance of the effective date so that it's in place before the effective date but not always turned on. So, it might not be available yet, but it will be by January 1st.
 - Cezanne Levesque- Yes you are correct.

Benefit overpayments

- Customers with an overpayment receive notifications, can see their balance, request a waiver (when appropriate), make payments and see their payment history.
- Customer Care can manage, assess, waive, or cancel overpayments, and Finance can properly account for overpayments, waivers, and repayments

Future work

- Next
 - Changes to employer sizing (ESSHB 1213)
 - WA Cares omnibus (SSB 5291)
- Later
 - Stable data infrastructure
 - Pre-application for benefits
 - One application for birth and bonding
 - Comprehensive authorized representative process
- Rose Gundersen- When do you plan to cross check with workers comp and paid leave?
- Alison Eldridge- There is work happening with Data Sharing Agreements and LNI, which needs to be in place before we begin cross check and there is discovery being done now. It is an element of the Paid Leave Balance of Work and will be included in a package of things. Our expectation is to be done before June 2026

Next Meeting

NAME	
<ul style="list-style-type: none">• 1:30 to 2:30 p.m. on Friday January 23 (virtual)• Proposed topics<ul style="list-style-type: none">○ Legislative updates	

Open Comment

NAME	
<ul style="list-style-type: none">• No Open Comment	