

Significance Analysis SOC Codes

Introduction

Pursuant to RCW 34.05.328, the Employment Security Department (Department) hereby places into the rulemaking file an analysis of the determinations required by RCW 34.05.328(1).

Analysis

- a) In 2020, the Legislature enacted Substitute House Bill 2308, which requires employers to include the Standard Occupational Classification (SOC) code or job title of each worker in their quarterly tax reports to the Employment Security Department (Department). The Department is adopting rules that implement the requirement for employers to report SOC codes or job titles for workers when reporting.
- b) Rulemaking is needed to set clear standards for reporting SOC codes and job titles to the Department.
- c) A cost-benefit analysis has been prepared by the Department. The cost-benefit analysis is available on the Department's webpage. (<https://esd.wa.gov/newsroom/ui-rule-making/health-care-workers>)
- d) Under both the preliminary and final cost-benefit analysis, the Department determined the probable benefits of the rule are greater than its probable costs, taking into account both the qualitative and quantitative benefits and costs and the specific directives of the statute being implemented.
- e) The amendments to WAC 192-310-010; 192-310-050; and 192-310-030 represent the least burdensome alternative.
- f) The rule does not require those to whom it applies to take an action that violates the requirements of another federal or state law.
- g) The rule does not impose any performance requirements on public or private entities.
- h) This rule does not differ from any other federal regulation or statute.
- i) The Department has coordinated this rule, to the maximum extent practicable, with other federal, state, and local laws applicable to the same activity or subject matter.