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HOUSE BILL 2429

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State of Washington

56th Legislature

2000 Regular Session

By Representatives Conway, Clements and Edwards; by request of  
Employment Security Department

Read first time 01/13/2000. Referred to Committee on Commerce & Labor.

1 AN ACT Relating to eligibility for unemployment insurance benefits  
2 when an employee voluntarily participates in an employer initiated  
3 layoff; adding a new section to chapter 50.20 RCW; creating a new  
4 section; and declaring an emergency.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6 NEW SECTION. **Sec. 1.** A new section is added to chapter 50.20 RCW  
7 to read as follows:

8 An individual shall not be considered to have left work voluntarily  
9 or to have been discharged for misconduct when:

10 (1) The employer takes the first action by announcing to its  
11 employees that the employer plans to reduce its work force and that  
12 employees can offer to be one of the workers who will be laid off; and

13 (2) The individual offers to be one of the employees included in  
14 the layoff or reduction-in-force; and

15 (3) The employer determines which individuals are laid off or  
16 released through a reduction-in-force; and

17 (4) The employer takes the final action by terminating the  
18 employer-employee relationship with that individual.

1        NEW SECTION.    **Sec. 2.**    If any part of this act is found to be in  
2 conflict with federal requirements that are a prescribed condition to  
3 the allocation of federal funds to the state or the eligibility of  
4 employers in this state for federal unemployment tax credits, the  
5 conflicting part of this act is inoperative solely to the extent of the  
6 conflict, and the finding or determination does not affect the  
7 operation of the remainder of this act. Rules adopted under this act  
8 must meet federal requirements that are a necessary condition to the  
9 receipt of federal funds by the state or the granting of federal  
10 unemployment tax credits to employers in this state.

11        NEW SECTION.    **Sec. 3.**    This act is necessary for the immediate  
12 preservation of the public peace, health, or safety, or support of the  
13 state government and its existing public institutions, and takes effect  
14 immediately.

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