



# RULE-MAKING ORDER PERMANENT RULE ONLY

**CR-103P (December 2017)  
(Implements RCW 34.05.360)**

CODE REVISER USE ONLY

OFFICE OF THE CODE REVISER  
STATE OF WASHINGTON  
FILED

DATE: May 30, 2025

TIME: 10:19 AM

WSR 25-12-066

**Agency:** Office of Financial Management (OFM)

**Effective date of rule:**

**Permanent Rules**

- ☐ 31 days after filing.  
☒ Other (specify) July 1, 2025 (If less than 31 days after filing, a specific finding under RCW 34.05.380(3) is required and should be stated below)

**Any other findings required by other provisions of law as precondition to adoption or effectiveness of rule?**

- ☐ Yes ☒ No If Yes, explain:

**Purpose:** To align the civil service rules, Title 357 WAC, with the changes stemming from the 2025-2027 tentative collective bargaining agreements for represented employees. A policy decision was made to extend this leave to non-represented employees provided this bereavement leave is funded in the 2025 enacted budget. The amendment to WAC 357-01-072 and WAC 357-01-172(3) is to expand the definitions of child and family members for paid bereavement leave reasons provided in WAC 357-31-250. The amendment to WAC 357-31-130(5) is housekeeping in nature. The amendment to WAC 357-31-248 is to add loss of pregnancy if the employee uses bereavement leave as a supplemental benefit if the employee is receiving a partial wage replacement for paid family and/or medical leave. The amendment to WAC 357-31-250 is to expand the number of days employees are entitled to receive paid bereavement leave from three to five days; and to expand the reasons in which an employee is entitled to receive paid bereavement leave to include loss of pregnancy; and to define loss of pregnancy.

**Citation of rules affected by this order:**

New:

Repealed:

Amended: WAC 357-01-072, WAC 357-01-172, WAC 357-31-130, WAC 357-31-248, WAC 357-31-250

Suspended:

**Statutory authority for adoption:** RCW 41.06.133

**Other authority:** RCW 41.06.133

**PERMANENT RULE (Including Expedited Rule Making)**

Adopted under notice filed as WSR 25-08-077, 25-08-081 on April 1, 2025 (date).

Describe any changes other than editing from proposed to adopted version:

If a preliminary cost-benefit analysis was prepared under RCW 34.05.328, a final cost-benefit analysis is available by contacting:

Name:

Address:

Phone:

Fax:

TTY:

Email:

Web site:

Other:

**Note: If any category is left blank, it will be calculated as zero.  
No descriptive text.**

**Count by whole WAC sections only, from the WAC number through the history note.  
A section may be counted in more than one category.**

**The number of sections adopted in order to comply with:**

Federal statute:	New	_____	Amended	_____	Repealed	_____
Federal rules or standards:	New	_____	Amended	_____	Repealed	_____
Recently enacted state statutes:	New	_____	Amended	5	Repealed	_____

**The number of sections adopted at the request of a nongovernmental entity:**

New	_____	Amended	_____	Repealed	_____
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**The number of sections adopted on the agency's own initiative:**

New	_____	Amended	5	Repealed	_____
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**The number of sections adopted in order to clarify, streamline, or reform agency procedures:**

New	_____	Amended	_____	Repealed	_____
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**The number of sections adopted using:**

Negotiated rule making:	New	_____	Amended	_____	Repealed	_____
Pilot rule making:	New	_____	Amended	_____	Repealed	_____
Other alternative rule making:	New	_____	Amended	5	Repealed	_____

**Date Adopted:** 5-30-25

**Name:** Nathan Sherrard

**Title:** Legal Affairs Counsel  
Office of Financial Management

**Signature:**

