



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 Repealed: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 | ___ |
|-----|-----|---------|-----|----------|-----|

The number of sections adopted on the agency's own initiative:

| | | | | | |
|-----|-----|---------|---|----------|-----|
| New | ___ | Amended | 5 | Repealed | ___ |
|-----|-----|---------|---|----------|-----|

The number of sections adopted in order to clarify, streamline, or reform agency procedures:

| | | | | | |
|-----|-----|---------|-----|----------|-----|
| New | ___ | Amended | ___ | Repealed | ___ |
|-----|-----|---------|-----|----------|-----|

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:

