



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: December 01, 2025

TIME: 10:01 AM

WSR 25-24-063

Agency: Office of Financial Management (OFM)

Effective date of rule:

Permanent Rules

- 31 days after filing.
- Other (specify) January 1, 2026 (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 requirements of the law. Substitute Senate Bill (SSB) 5101 (Chapter 375, Laws of 2025), passed during the 2025 legislative session with an effective date of January 1, 2026. This bill amends the Domestic Violence Leave Act, chapter 49.76 RCW, to extend protections to employees who are victims of hate crimes, or who have a family member who is a victim. The amendment to WAC 357-01-172 is to add hate crimes to domestic violence, sexual assault, and stalking provisions to the definition of family member. The amendments to WAC 357-26-050, 357-26-055, and 357-26-060 are to add hate crimes to domestic violence, sexual assault, and stalking when an employer must provide reasonable safety accommodations to an applicant or employee and remove redundant language. The amendment to WAC 357-26-060 is to add hate crimes to domestic violence, sexual assault, and stalking to the verification requirements when an applicant or employee is seeking a reasonable safety accommodation. The amendments to WAC 357-31-027, WAC 357-31-070, WAC 357-31-130, WAC 357-31-200, WAC 357-31-230, WAC 357-321-327, and WAC 357-31-567 are to allow an employee to use the applicable leave types if they or their family members are victims of a hate crime and remove redundant language. The amendment to WAC 357-31-100 is to address that the employer's leave policy must allow an employee to use a reasonable amount of accrued leave or unpaid leave when they or their family member is a victim of a hate crime and remove redundant language. The amendment to WAC 357-31-327(2) is housekeeping in nature to remove the word "or". The amendment to WAC 357-31-730 is to add hate crimes to domestic violence, sexual assault, and stalking verification requirements when an employee is seeking to use their accrued leave or unpaid leave when the employee or the employee's family member are victims of a hate crime and to remove redundant language. Engrossed Substitute House Bill (ESHB) 1875 (Chapter 170, Laws of 2025), passed during the 2025 legislative session, effective July 27, 2025. This legislation amends [RCW 49.46.210](#) to authorize an employee to use sick leave to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member. It also lists the types of verification employers must accept when an employee requests leave for this purpose. A policy decision was made to also apply the changes to paid sick leave provisions in chapter 357-31 WAC to overtime-exempt employees to allow for equal treatment of all employees. The amendments to WAC 357-31-100(6) and 357-31-130 are to remove the reference to medical certification and instead allow certification or verification for the use of paid sick leave for immigration proceedings under chapter [296-128](#) WAC. The amendments to WAC 357-31-100 subsections 5 and 9 are housekeeping in nature. The amendment to WAC 357-31-130 adds subsection 8 to require an employer to allow an employee to use their accrued sick leave to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member; and renumber subsections 9-14. The amendments to WAC 357-31-130 subsections 1, 6, 7, 9, and 13 are housekeeping in nature.

Citation of rules affected by this order:

New:

Repealed:

Amended: WAC 357-01-172, WAC 357-26-050, WAC 357-26-055, WAC 357-26-060, WAC 357-31-027, WAC 357-31-070, WAC 357-31-100, WAC 357-31-130, WAC 357-31-200, WAC 357-31-230, WAC 357-31-327, WAC 357-31-567, WAC 357-31-730

Suspended:

Statutory authority for adoption: RCW 41.06.133

Other authority: RCW 49.46.210, RCW 49.76.010, 49.76.020, 49.76.030, 49.76.040, 49.76.060, and 49.76.115

PERMANENT RULE (Including Expedited Rule Making)

Adopted under notice filed as WSR 25-20-088 and 25-20-089 on September 30, 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	13	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	13	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	13	Repealed	___

Date Adopted: 12-1-25

Name: Nathan Sherrard

Title: Legal Affairs Counsel
Office of Financial Management

Signature:

