

Paid Sick Leave

The new, voter-approved state paid sick leave program will go into effect on January 1, 2018.

Major provisions of this program include:

- Paid sick leave will be accrued at a minimum rate of one hour of paid sick leave for every 40 hours worked, for full-time, part-time and seasonal workers.
- Sick leave must be paid to employees at their normal hourly compensation.
- An employee can use accrued paid sick leave beginning on the 90th calendar day after the start of his/her employment.
- Unused paid sick leave of 40 hours or less must be carried over into the following year.
- Employers are allowed to provide more generous carryover and accrual policies for sick leave.

Under the paid safe and sick leave program, an employee may use paid sick leave:

- To care for self or a family member;
- When the employee's workplace or his/her child's school or place of care is closed by a public official for any health-related reason; or
- For absences that qualify for leave under the Washington Domestic Violence Leave Law.

Employers may allow employees to use paid sick leave for other purposes.

Paid sick leave was one of four primary changes to state law under Initiative 1433 approved by voters in the fall of 2016. Other major law changes under that initiative include:

- Increase to minimum wage over the next several years
- Ensures tips and service charges are given to appropriate staff
- Protects employees from retaliation when exercising their rights under the Minimum Wage Requirements and Labor Standards Act

Contact the Washington State Department of Labor and Industries for more information:

L&I Paid Sick Leave Page

<http://www.lni.wa.gov/WorkplaceRights/LeaveBenefits/VacaySick/PaidSickLeave.asp>

Employer's Guide to Implementation

<http://www.lni.wa.gov/WorkplaceRights/LeaveBenefits/VacaySick/EmployerInfo.asp>

Fact Sheet

<http://www.lni.wa.gov/WorkplaceRights/files/FamilyLeave/PaidSickLeaveFactsheet.pdf>

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