



PAID SICK DAYS: RESPONSIBLE, HEALTHY PREVENTION

Paid sick days are the responsible way to prevent the spread of disease and keep everyone healthy by encouraging sick workers and children to stay home – away from co-workers, schoolmates, and customers.

Yet an estimated 1 million people working in Washington have no paid sick leave, including:

- 170,000 in accommodation and food service
- 167,000 in retail
- 93,000 in health care and social assistance

Paid sick days ensure people can care for their health needs without losing a day's wages, or their job. With paid sick days, people can seek preventive care and early treatment for themselves and their family members – and that keeps us all healthier.

Paid sick days also promote healthier businesses by preventing the spread of food-borne disease and boosting employee productivity and morale.

In September 2011, the City of Seattle joined the Connecticut, San Francisco, and Washington, DC in establishing minimum standard for paid leave.

"Paid sick days would help people like me stay home when we're sick. That would be better for workers and our customers."



**~ Vic-ee Olson
Grocery Store Deli Worker, Seattle**

"I see sick parents and kids every day. I also



know many people go to work sick because they don't have paid sick days. Having paid sick days would prevent the spread of illness and make sure people are not financially penalized for staying home when they are sick."

**~ Dr. Ben Danielson
Pediatrician**

"It makes sense to support your people, and they'll support you - which thereby will gain you market share, which will make you more money than skimping on paid sick days. I have only 30 workers - if we can do it, big businesses can as well."



**~ Makini Howell
Owner: Plum Bistro, Hillside
Quickie, Sage Cafe**



PAID SICK AND SAFE DAYS: STANDARDS FOR WASHINGTON

Paid leave by business size: (based on full time equivalent employees and 40-hr work week)

- **5 to 49 FTE:** employees accrue 1 hour for every 40 worked, up to a 40 hour cap.
- **50 to 249 FTE:** employees accrue 1 hour for every 40 worked, up to a 56 hour cap.
- **250+ FTE:** employees accrue 1 hour for every 30 worked, up to 72 hours. If the employer provides a combined paid leave policy, such as PTO, employees accrue up to 108 hours.

Permitted uses of paid sick and safe time:

- For the employee's illness or injury, diagnosis, treatment, and preventative care;
- For health needs of a child, spouse, domestic partner, parent, parent-in-law, or grandparent;
- To cope with the consequences of domestic abuse, sexual assault, or stalking;
- If the worker's place of business, or a child's school or place of care, is closed for a public health emergency.

Flexibility and responsibility:

- **PTO and other paid leave:** Employers may provide PTO, another method of accrual, or more generous benefits as long as the minimum is available as sick and safe time.
- **Shift swapping:** With the consent of their employers, workers may swap shifts instead of taking paid leave. Restaurants and bars may arrange shift trades for a worker who calls in sick *and* deduct paid sick time with the consent of the employee.
- **Carry over and caps:** Accrued leave up to the cap carries over into the next year. Employees are not entitled to use more leave than their capped amount in a year.
- **Waiting period for new employees:** Leave begins accruing immediately, but employees aren't entitled to use it for 180 days.
- **Retaliation prohibited:** Workers cannot be penalized for using leave for covered purposes.
- **Recordkeeping:** Employers do not need to change recordkeeping practices, as long as records reasonably reflect hours worked and leave accrued and taken.
- **Payment of medical certification costs:** Employers may require documentation for absences longer than 3 consecutive days. If employers do not offer health insurance, employers and employees each pay 50% of the costs of obtaining such documentation.
- **Collective bargaining agreements:** Labor unions and their employers may bargain over provisions.

Effective Date: January 1, 2013
