

# Paid Sick Leave Law



## Paid sick leave requirements and eligibility

- Employers in Washington must provide nearly all of their employees with paid sick leave. Most workers in Washington are entitled to paid sick leave. This includes part-time, temporary, and seasonal workers.
- Some workers may be exempt from the paid sick leave laws based on their job duties and responsibilities. For example, some executive, administrative and professional workers who perform specific duties and are paid a salary equal to or greater than a required salary threshold.

## Accrual and carryover

- Employees must accrue at least one hour of paid sick leave for every 40 hours worked.
- Employees are entitled to use accrued paid sick leave beginning on the 90th calendar day after the start of their employment.
- Unused paid sick leave of 40 hours or less must be carried over to the following year.

Employers are allowed to provide employees with more generous carryover and accrual policies.

## Usage

### Employees may use paid sick leave:

- To care for their health needs or the health needs of their family members.
- When an employee's workplace or their child's school or place of care has been closed by a public official for any health-related reason.
- For absences that qualify for leave under the state's Domestic Violence Leave Act.

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

## Retaliation protections enforced by L&I's Employment Standards program

The law protects employees from retaliation for exercising their rights under the Minimum Wage Act.

If you requested or used your paid sick leave for any reason allowed by this law, it is unlawful for your employer to discipline you for this absence.

### It is also unlawful for your employer to:

- Fail to pay you the state minimum wage.
- Fail to pay overtime owed to you.
- Retaliate or take any negative action against you for exercising your rights under Minimum Wage Act such as communicating with L&I about your paid sick leave rights or filing a complaint with L&I.
- Adopt or enforce any policy that counts the use of paid sick leave for authorized purposes as an absence that may lead to or result in discipline against you.

If you have a complaint or suspicion about your employer not providing you with paid sick leave or violating your other rights under the Minimum Wage Act, you can report it to L&I.

You can download a Retaliation Complaint Form (Minimum Wage Act & Paid Sick Leave) (F700-199-000) at [www.lni.wa.gov/workers-rights/workplace-policies/termination-retaliation](http://www.lni.wa.gov/workers-rights/workplace-policies/termination-retaliation), fill it out, then mail it to the address on the form or drop it off at any L&I office.

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