

Earning and Using Sick Leave for Seattle WA employees

Valid Leave Reasons

An employee may take leave under Seattle, WA ordinance:

Paid sick time, for the diagnosis, care, or treatment of mental or physical illness, injury, or health condition for an employee or employee's family member, defined as child of any age (including biological, adopted, foster, step, legal ward, de facto, or in loco parentis), parent (including same relations), spouse or registered domestic partner, parent-in-law, grandparent, grandchild, or sibling.

Paid safe time, for:

specified purposes related to domestic violence, sexual assault, or stalking of an employee or employee's family or household member (broadly defined); and closure ordered by public official of employee's place of business, a child's school (regardless of age or dependency status), or place of care, for any health-related reason, to limit exposure to an infectious agent, biological toxin or hazardous material.

Closure of a family member's school or place of care for any reason. Closure by a public official of the employee's place of business for any health-related reason to limit exposure to an infectious agent, biological toxin, or hazardous material. Closure or reduced operations of a Tier Three employer's business for any health- or safety-related reason.

Accruing Sick Leave Time

An employee earns one hour of sick leave for every 40 hours worked commencing upon his/her hire date during his/her first calendar year of employment as well as subsequent calendar years.

Carry Forward of Accrued Unused Leave Time

After the conclusion of the calendar year, the Employee may "carry forward" any accrued but unused leave, to a maximum of 72 unused hours into the following calendar year.

Using Sick Leave Time

Employees can use leave beginning on the 90th day of employment. Employers can require reasonable documentation (within a reasonable time period) that leave was used for permitted purposes for absences of more than 3 consecutive work days, but cannot impose an unreasonable burden or expense on employee or exceed privacy requirements otherwise established under law. Employers can withhold leave payments if they can demonstrate that the employee abused the policy.

No payment of Unused Sick Leave Upon Separation

An employee is not entitled to payment of accrued, earned sick leave on separation from employment.

Reinstatement of Unused Sick Leave

Employers must reinstate previously accrued unused leave for employees who are rehired within 12 months of an employment separation.