<https://tpchd.org/healthy-places/food-safety/washingtons-paid-sick-leave-law/>

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**Washington’s Paid Sick Leave Law**

**Know your rights to care for your health.**

[Washington’s Paid Sick Leave Law](https://www.lni.wa.gov/workers-rights/leave/paid-sick-leave/) helps you protect yourself, customers, co-workers and others when you get sick. It promotes public health, family stability and economic security.\*

**Paid Sick Leave FAQs**

[a](https://tpchd.org/healthy-places/food-safety/washingtons-paid-sick-leave-law/)

**[When does paid sick leave start?](https://tpchd.org/healthy-places/food-safety/washingtons-paid-sick-leave-law/)**

90 calendar days after your first day of employment.

[a](https://tpchd.org/healthy-places/food-safety/washingtons-paid-sick-leave-law/)

**[How much paid sick leave do I get?](https://tpchd.org/healthy-places/food-safety/washingtons-paid-sick-leave-law/)**

At least 1 hour for every 40 hours worked. This includes part-time and seasonal workers. You may carry over up to 40 hours of unused leave into the next year.

[a](https://tpchd.org/healthy-places/food-safety/washingtons-paid-sick-leave-law/)

**[How much am I paid for sick leave?](https://tpchd.org/healthy-places/food-safety/washingtons-paid-sick-leave-law/)**

At least 1 hour for every 40 hours worked. This includes part-time and seasonal workers. You may carry over up to 40 hours of unused leave into the next year.

[a](https://tpchd.org/healthy-places/food-safety/washingtons-paid-sick-leave-law/)

**[When can I use paid sick leave?](https://tpchd.org/healthy-places/food-safety/washingtons-paid-sick-leave-law/)**

* To care for you or your family’s physical and mental health needs. This includes:
  + Children, step and foster children, and grandchildren.
  + Parents, step and foster parents, and grandparents.
  + Spouse or registered domestic partner.
  + Brothers and sisters.
* To seek safety from domestic violence, sexual assault or stalking.
* When a public official closes your workplace or your child’s school or childcare for any health-related reason.

[a](https://tpchd.org/healthy-places/food-safety/washingtons-paid-sick-leave-law/)

**[What do I need to do to use paid sick leave?](https://tpchd.org/healthy-places/food-safety/washingtons-paid-sick-leave-law/)**

Tell your employer you or a family member is sick as soon as possible. If you’re out sick more than 3 days, your employer may need to verify you’re sick.

[a](https://tpchd.org/healthy-places/food-safety/washingtons-paid-sick-leave-law/)

**[Does everyone in Washington get the same paid sick leave?](https://tpchd.org/healthy-places/food-safety/washingtons-paid-sick-leave-law/)**

No, some employers provide more generous benefits and have other requirements.

**Questions?**

Call [Washington State Department of Labor & Industries](https://www.lni.wa.gov/workers-rights/leave/paid-sick-leave/) at (866) 219-7321.

**Resources**

The Minimum Wage Requirements & Labor Standards Act protects you from retaliation.

* Find Washington State Department of Labor & Industries fact sheets in 8 languages and more at [lni.wa.gov/sickleave.](https://www.lni.wa.gov/workers-rights/leave/paid-sick-leave/)
* Find City of Tacoma protections, notice to employees in 6 languages and more at [cityoftacoma.org/paidleave.](https://www.cityoftacoma.org/cms/one.aspx?pageId=75860)

**\****Employees exempt from the*[*Minimum Wage Act (RCW 49.46)*](https://app.leg.wa.gov/rcw/default.aspx?cite=49.46.020)*are not eligible for paid sick leave. This may include salaried executive managers, independent contractors and those working for tribes on tribal lands.*