

Paid Sick and Safe Time Ordinance

Seattle's Paid Sick and Safe Time Ordinance (PSST) requires employers to provide paid sick and safe time for employees. PSST can be used for an employee's absence from work due to illness, medical appointments, or a critical safety issue.

EMPLOYERS MUST PROVIDE PAID SICK AND SAFE TIME TO EMPLOYEES

Employees can use accrued PSST for:

- Caring for themselves or a family member for a physical or mental health condition, including a doctor appointment.
- Caring for themselves or a family member or roommate for reasons related to domestic violence, sexual assault or stalking.
- When their place of business has been closed by order of a public official for health reasons.



THIS ORDINANCE APPLIES TO EMPLOYERS WITH **MORE THAN 4 FULL-TIME EQUIVALENT EMPLOYEES (FTES)**, WORLDWIDE, WHO HAVE EMPLOYEES WORKING IN SEATTLE.

ALL EMPLOYEES ARE ELIGIBLE FOR THIS BENEFIT, INCLUDING FULL-TIME, PART-TIME AND TEMPORARY WORKERS.

EMPLOYER SIZE

BY FULL-TIME EQUIVALENT EMPLOYEES (FTES)

PSST RATES

ACCURAL OF PSST PER HOURS WORKED

USE OF AND CARRY OVER OF UNUSED PSST (PER BENEFIT YEAR)

	More than 4 and up to 49 FTES	50-249 FTES	250+ FTES
ACCURAL OF PSST PER HOURS WORKED	1 hour per 40 hours	1 hour per 40 hours	1 hour per 30 hours
USE OF AND CARRY OVER OF UNUSED PSST (PER BENEFIT YEAR)	40 hours	56 hours	72 hours *108 hours for employers with PTO

WHO IS COVERED?

Our ordinances cover employees working inside Seattle city limits, regardless of their immigration status or the location of the employer.

If your situation does not qualify for investigation by us, we will refer you to another agency for help.

RETALIATION

An employer cannot retaliate against an employee for:

- Asserting their rights under these laws.
- Filing a complaint with OLS.
- Telling others about their rights.

OUR SERVICES

- Investigations of complaints.
- Outreach to workers.
- Technical assistance for business.
- Resources and referrals.

Language interpretation, translations and accommodation are available. **All services are free.**



OFFICE OF LABOR STANDARDS

The mission of OLS is to advance labor standards through thoughtful community and business engagement, strategic enforcement and innovative policy development, with a commitment to race and social justice.

MORE INFORMATION
(206) 684-4500

laborstandards@seattle.gov
seattle.gov/laborstandards