



Seattle Paid Sick and Safe Time

Starting September 1, 2012, employers are required to provide paid sick and safe time to their employees who work within Seattle city limits.

Employees are eligible for paid sick and safe time if work is performed on a full-time, part-time or temporary basis, including employees who occasionally work in Seattle for more than 240 hours per calendar year.

Paid sick and safe time may be used for:

- illness, injury or health condition or for preventative care for an employee or an employee’s partner or family members.
- reasons related to domestic violence, sexual assault, or stalking.
- school or workplace closure by a public official to limit health hazards.

Paid Sick and Safe Time Ordinance: SMC 14.16

| Tier | Employer Size | Accrual | Use | Carry Over |
|-------------|---|--|-----------------------------|-----------------------------|
| Not Covered | 4 or fewer employees | No accrual, use or carry over requirement. Notice and anti-retaliation provisions apply. | | |
| 1 | More than 4 to 49 employees | 1 hour for every 40 hours worked | 40 hours per calendar year | 40 hours per calendar year |
| 2 | More than 49 to 249 employees | 1 hour for every 40 hours worked | 56 hours per calendar year | 56 hours per calendar year |
| 3 | 250 or more employees | 1 hour for every 30 hours worked | 72 hours per calendar year | 72 hours per calendar year |
| | 250 or more employees (with PTO policy) | 1 hour for every 30 hours worked | 108 hours per calendar year | 108 hours per calendar year |

Employers must notify employees of available paid sick and safe time each time wages are paid.

It is illegal to retaliate against employees who request or use PSST. Employees can file a complaint or bring a civil action if they are retaliated against or their PSST rights are violated.

To file a complaint under this Ordinance, contact the **Seattle Office of Labor Standards** at: 206-684-4500 or seattle.gov/psst. This information is available in other languages and formats.

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PAID SICK & SAFE TIME
Seattle Works Well