



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

| General Information | Small Employer | Medium Employer | Large Employer |
|---|----------------------------------|----------------------------------|----------------------------------|
| Full-time equivalent employees | More than 4 to 49 employees | More than 49 to 249 employees | 250 or more employees |
| Accrual of paid sick and safe time | 1 hour for every 40 hours worked | 1 hour for every 40 hours worked | 1 hour for every 30 hours worked |
| Use of paid sick and safe time | 40 hours per calendar year | 56 hours per calendar year | 72 hours per calendar year |
| Carryover of unused paid sick and safe time | 40 hours per calendar year | 56 hours per calendar year | 72 hours per calendar year |

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



Employees are protected from retaliation. For more information, contact SOCR at: (206) 684-4500 or www.seattle.gov/civilrights. This information is available in other languages and formats.

