

Initiative 1433 (I-1433)

In November 2016, voters passed I-1433.

- This initiative increases the state minimum wage over the next several years;
- Ensures employees receive the tips and service charges due;
- Requires employers to provide paid sick leave to employees beginning January 1, 2018; and
- Protects employees from retaliation for the lawful use of any employee right set forth under the Minimum Wage Requirements and Labor Standards Act (Chapter 49.46 RCW) including paid sick leave

Paid Sick Leave Accrual

Employees (including part-time, seasonal and temporary staff) accrue paid sick leave for **ALL** hours worked (**including overtime**).

Employees are eligible to use their accrued paid sick leave beginning on the 90th calendar day after the start of their employment.

An employee shall accrue **at least one hour** of paid sick leave **for every 40 hours worked**.

For each hour of paid sick leave used, an employee shall be paid their normal hourly compensation.

An Employer may provide an employee with a more generous accrual rate than one hour of paid sick leave for every 40 hours worked.

For employees who are employed on or before January 1, 2018 paid sick leave will accrue for all hours worked beginning on January 1, 2018.

Employees hired after January 1, 2018 begin accruing paid sick leave upon the start of their employment.

Employees accrue paid sick leave for all hours worked. An employer may not cap an employee's accrual.

Accrued, unused paid sick leave balances of 40 hours or less must carry over to the following year. The default accrual year is January 1 - December 31, but an employer may adopt a different fixed consecutive twelve-month period by an employer policy or collective bargaining agreement.

An employer may elect to provide employees with a more generous carry over.

Usage of paid Sick Leave

Employees may use paid sick leave:

- To care for themselves or their family members.
- When the employees' workplace or their child's school or place of care has been closed by a public official for any health-related reason.
- For absences that qualify for leave under the state's Domestic Violence Leave Act.

Employers may allow employees to use paid sick leave for additional purposes.

Definition of a family member includes Child, Sibling, Parent, Grandchild, Spouse, Grandparent, Spouse, Registered Domestic Partner

You are required to notify your employees of the new sick leave rules. You should display L&I worker rights poster visible for all employees to see. You have to provide new employees a notice of the new sick leave rules no later than the date of the start of their employment if after 1/1/2018 and existing employees of the new rules not later than March 1st, 2018.

After your initial notification to your employee about the new sick leave rules you must give your employee notification no less than monthly of the amount of sick leave they have and the amount that they have accrued (we suggest through their usual paystub). If you use Quickbooks you can set up the sick leave accrual by accruing at .025 for every hour worked effective 1/1/2018.

We have included a Employee Paid Sick Leave Notification on our website titled:

[EmployeePaidSickLeaveNotificationForm.docx](#)

Questions?

People with questions can contact the Employment Standards Program at L&I by phone (1-866-219-7321) or email (esgeneral@Lni.wa.gov).

The **minimum wage** will increase as follows:

Year	Rate (per hour)
2017	\$11.00 (already in effect)
2018	\$11.50
2019	\$12.00
2020	\$13.50
2021+	Calculate by L&I

Employers must pay employees age 16 and over the amounts listed above. Employers may pay employees under 16 years of age 85% of the minimum wages listed above.

Tips and service charges paid to an employee are in **addition to**, and **may not count towards**, the employee's hourly minimum wage.