

The table below offers a high-level comparison of the pending state regulations and the cities that currently have their own requirements. If you have specific questions regarding how these regulations impact your business, contact a member of the Stokes Lawrence Employment group.

| Location | Type of Leave | Employer Type | Accrual | Max Accrual/Carryover Per Calendar Year |
|---------------------------|------------------------------------|---|----------------------------|--|
| WA State (effective 2018) | Paid Sick & Safe Time | All employers | 1 hour per 40 hours worked | No cap on accrual |
| SeaTac | Paid Sick & Safe Time | Hospitality or Transportation Employer, as defined by Ordinance | 1 hour per 40 hours worked | Lump sum payment for unused accrued time at end of calendar year |
| Seattle | Paid Sick & Safe Time | 4 - 49 FTEs | 1 hour per 40 hours worked | 40 Hours |
| | | 50 - 249 FTEs | 1 hour per 40 hours worked | 56 Hours |
| | | 250+ FTEs | 1 hour per 30 hours worked | 72 Hours (108 for employers with a paid time off (PTO) policy) |
| Spokane* | Paid Sick & Safe Time | Fewer than 10 employees | 1 hour per 30 hours worked | Maximum bank of 24 hours |
| | | 10+ employees | 1 hour per 40 hours worked | Maximum bank of 40 hours |
| Tacoma | Paid Sick & Safe Time, Bereavement | All employers | 1 hour per 40 hours worked | Maximum bank of 24 hours |

*The Spokane ordinance was recently amended to include a sunset provision, after which the law will no longer be effective. Section 09.01.140 . The law will be effective until December 31, 2017, or until the implementation the Washington state mandatory paid sick leave law, whichever occurs last.

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