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**SUBSTITUTE HOUSE BILL 1991**

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**State of Washington**

**68th Legislature**

**2024 Regular Session**

**By** House Labor & Workplace Standards (originally sponsored by Representatives Fosse, Berry, Ramel, Reed, Ormsby, Ryu, Callan, Kloba, Doglio, Chopp, Paul, Berg, Lekanoff, Nance, Riccelli, Cortes, and Pollet)

1 AN ACT Relating to paid sick leave; amending RCW 49.46.210;  
2 creating a new section; and providing an effective date.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 **Sec. 1.** RCW 49.46.210 and 2023 c 267 s 1 are each amended to  
5 read as follows:

6 (1) Beginning January 1, 2018, except as provided in RCW  
7 49.46.180, every employer shall provide each of its employees paid  
8 sick leave as follows:

9 (a) An employee shall accrue at least one hour of paid sick leave  
10 for every forty hours worked as an employee. An employer may provide  
11 paid sick leave in advance of accrual provided that such front-  
12 loading meets or exceeds the requirements of this section for  
13 accrual, use, and carryover of paid sick leave.

14 (b) An employee is authorized to use paid sick leave for the  
15 following reasons:

16 (i) An absence resulting from an employee's mental or physical  
17 illness, injury, or health condition; to accommodate the employee's  
18 need for medical diagnosis, care, or treatment of a mental or  
19 physical illness, injury, or health condition; or an employee's need  
20 for preventive medical care;

1 (ii) To allow the employee to provide care for a family member  
2 with a mental or physical illness, injury, or health condition; care  
3 of a family member who needs medical diagnosis, care, or treatment of  
4 a mental or physical illness, injury, or health condition; or care  
5 for a family member who needs preventive medical care; and

6 (iii) When the employee's place of business has been closed by  
7 order of a public official for any health-related reason, or when an  
8 employee's child's school or place of care has been closed for such a  
9 health-related reason or a public emergency.

10 (c) An employee is authorized to use paid sick leave for absences  
11 that qualify for leave under the domestic violence leave act, chapter  
12 49.76 RCW.

13 (d) An employee is entitled to use accrued paid sick leave  
14 beginning on the ninetieth calendar day after the commencement of his  
15 or her employment.

16 (e) Employers are not prevented from providing more generous paid  
17 sick leave policies or permitting use of paid sick leave for  
18 additional purposes.

19 (f) An employer may require employees to give reasonable notice  
20 of an absence from work, so long as such notice does not interfere  
21 with an employee's lawful use of paid sick leave.

22 (g) For absences exceeding three days, an employer may require  
23 verification that an employee's use of paid sick leave is for an  
24 authorized purpose. If an employer requires verification,  
25 verification must be provided to the employer within a reasonable  
26 time period during or after the leave. An employer's requirements for  
27 verification may not result in an unreasonable burden or expense on  
28 the employee and may not exceed privacy or verification requirements  
29 otherwise established by law.

30 (h) An employer may not require, as a condition of an employee  
31 taking paid sick leave, that the employee search for or find a  
32 replacement worker to cover the hours during which the employee is on  
33 paid sick leave.

34 (i) For each hour of paid sick leave used, an employee shall be  
35 paid the greater of the minimum hourly wage rate established in this  
36 chapter or his or her normal hourly compensation. The employer is  
37 responsible for providing regular notification to employees about the  
38 amount of paid sick leave available to the employee.

39 (j) Except as provided in (l) of this subsection, accrued and  
40 unused paid sick leave carries over to the following year, but an

1 employer is not required to allow an employee to carry over paid sick  
2 leave in excess of 40 hours.

3 (k) Except as provided in (l) of this subsection, an employer is  
4 not required to provide financial or other reimbursement for accrued  
5 and unused paid sick leave to any employee upon the employee's  
6 termination, resignation, retirement, or other separation from  
7 employment. When there is a separation from employment and the  
8 employee is rehired within 12 months of separation by the same  
9 employer, whether at the same or a different business location of the  
10 employer, previously accrued unused paid sick leave shall be  
11 reinstated and the previous period of employment shall be counted for  
12 purposes of determining the employee's eligibility to use paid sick  
13 leave under ~~((subsection (1)))~~ (d) of this ~~((section))~~ subsection. For  
14 purposes of this subsection (l)(k), "previously accrued and unused  
15 paid sick leave" does not include sick leave paid out to a  
16 construction worker under (l) of this subsection.

17 (l) For workers covered under the North American industry  
18 classification system industry code 23, except for North American  
19 industry classification system code 236100, residential building  
20 construction, who have not met the 90th day eligibility under (d) of  
21 this subsection at the time of separation, the employer must pay the  
22 former worker the balance of their accrued and unused paid sick leave  
23 at the end of the established pay period, pursuant to RCW  
24 49.48.010(2), following the worker's separation.

25 ~~((For purposes of this section, "family member" means any of  
26 the following))~~ The definitions in this subsection apply throughout  
27 this section, except for subsection (5) of this section:

28 (a) ~~((A child, including))~~ "Family member" means a child,  
29 grandchild, grandparent, parent, sibling, or spouse of an employee,  
30 and also includes any individual who regularly resides in the  
31 employee's home or where the relationship creates an expectation that  
32 the employee care for the person, and that individual depends on the  
33 employee for care. "Family member" includes any individual who  
34 regularly resides in the employee's home, except that it does not  
35 include an individual who simply resides in the same home with no  
36 expectation that the employee care for the individual.

37 (b) "Child" means a biological, adopted, or foster child, a  
38 stepchild, a child's spouse, or a child to whom the employee stands  
39 in loco parentis, is a legal guardian, or is a de facto parent,  
40 regardless of age or dependency status((†)).

1 (c) "Grandchild" means a child of the employee's child.

2 (d) "Grandparent" means a parent of the employee's parent.

3 ~~((b)A)~~ (e) "Parent" means the biological, adoptive, de facto,  
4 or foster parent, stepparent, or legal guardian of an employee or the  
5 employee's spouse (~~(or registered domestic partner)~~), or (~~a person~~)  
6 an individual who stood in loco parentis to an employee when the  
7 employee was a (~~minor~~) child(~~(~~

8 ~~(c) A spouse;~~

9 ~~(d) A registered domestic partner;~~

10 ~~(e) A grandparent;~~

11 ~~(f) A grandchild; or~~

12 ~~(g) A sibling).~~

13 (f) "Spouse" means a husband or wife, as the case may be, or  
14 state registered domestic partner.

15 (3) An employer may not adopt or enforce any policy that counts  
16 the use of paid sick leave time as an absence that may lead to or  
17 result in discipline against the employee.

18 (4) An employer may not discriminate or retaliate against an  
19 employee for his or her exercise of any rights under this chapter  
20 including the use of paid sick leave.

21 (5)(a) The definitions in this subsection apply to this  
22 subsection:

23 (i) "Average hourly compensation" means a driver's compensation  
24 during passenger platform time from, or facilitated by, the  
25 transportation network company, during the 365 days immediately prior  
26 to the day that paid sick time is used, divided by the total hours of  
27 passenger platform time worked by the driver on that transportation  
28 network company's driver platform during that period. "Average hourly  
29 compensation" does not include tips.

30 (ii) "Driver," "driver platform," "passenger platform time," and  
31 "transportation network company" have the meanings provided in RCW  
32 49.46.300.

33 (iii) "Earned paid sick time" is the time provided by a  
34 transportation network company to a driver as calculated under this  
35 subsection. For each hour of earned paid sick time used by a driver,  
36 the transportation network company shall compensate the driver at a  
37 rate equal to the driver's average hourly compensation.

38 (iv) For purposes of drivers, (~~"family member" means any of the~~  
39 ~~following~~) the following definitions apply:

1 (A) (~~(A child, including)~~) "Family member" means a child,  
2 grandchild, grandparent, parent, sibling, or spouse of a driver, and  
3 also includes any individual who regularly resides in the driver's  
4 home or where the relationship creates an expectation that the driver  
5 care for the person, and that individual depends on the driver for  
6 care. "Family member" includes any individual who regularly resides  
7 in the driver's home, except that it does not include an individual  
8 who simply resides in the same home with no expectation that the  
9 driver care for the individual.

10 (B) "Child" means a biological, adopted, or foster child, a  
11 stepchild, a child's spouse, or a child to whom the driver stands in  
12 loco parentis, is a legal guardian, or is a de facto parent,  
13 regardless of age or dependency status(~~(†)~~).

14 (C) "Grandchild" means a child of the driver's child.

15 (D) "Grandparent" means a parent of the driver's parent.

16 (~~(B) A~~) (E) "Parent" means the biological, adoptive, de facto,  
17 or foster parent, stepparent, or legal guardian of a driver or the  
18 driver's spouse (~~(or registered domestic partner)~~), or (~~(a person)~~)  
19 an individual who stood in loco parentis to a driver when the driver  
20 was a (~~(minor)~~) child(~~(†)~~

21 ~~(C) A spouse;~~

22 ~~(D) A registered domestic partner;~~

23 ~~(E) A grandparent;~~

24 ~~(F) A grandchild; or~~

25 ~~(G) A sibling).~~

26 (F) "Spouse" means a husband or wife, as the case may be, or  
27 state registered domestic partner.

28 (b) Beginning January 1, 2023, a transportation network company  
29 must provide to each driver operating on its driver platform  
30 compensation for earned paid sick time as required by this subsection  
31 and subject to the provisions of this subsection. A driver shall  
32 accrue one hour of earned paid sick time for every 40 hours of  
33 passenger platform time worked.

34 (c) A driver is entitled to use accrued earned paid sick time  
35 upon recording 90 hours of passenger platform time on the  
36 transportation network company's driver platform.

37 (d) For each hour of earned paid sick time used, a driver shall  
38 be paid the driver's average hourly compensation.

39 (e) A transportation network company shall establish an  
40 accessible system for drivers to request and use earned paid sick

1 time. The system must be available to drivers via smartphone  
2 application and online web portal.

3 (f) A driver may carry over up to 40 hours of unused earned paid  
4 sick time to the next calendar year. If a driver carries over unused  
5 earned paid sick time to the following year, accrual of earned paid  
6 sick time in the subsequent year must be in addition to the hours  
7 accrued in the previous year and carried over.

8 (g) A driver is entitled to use accrued earned paid sick time if  
9 the driver has used the transportation network company's platform as  
10 a driver within 90 calendar days preceding the driver's request to  
11 use earned paid sick time.

12 (h) A driver is entitled to use earned paid sick time for the  
13 following reasons:

14 (i) An absence resulting from the driver's mental or physical  
15 illness, injury, or health condition; to accommodate the driver's  
16 need for medical diagnosis, care, or treatment of a mental or  
17 physical illness, injury, or health condition; or an employee's need  
18 for preventive medical care;

19 (ii) To allow the driver to provide care for a family member with  
20 a mental or physical illness, injury, or health condition; care of a  
21 family member who needs medical diagnosis, care, or treatment of a  
22 mental or physical illness, injury, or health condition; or care for  
23 a family member who needs preventive medical care;

24 (iii) When the driver's child's school or place of care has been  
25 closed by order of a public official for any health-related reason or  
26 has been closed due to a public emergency;

27 (iv) For absences for which an employee would be entitled for  
28 leave under RCW 49.76.030; and

29 (v) During a deactivation or other status that prevents the  
30 driver from performing network services on the transportation network  
31 company's platform, unless the deactivation or status is due to a  
32 verified allegation of sexual assault or physical assault perpetrated  
33 by the driver.

34 (i) If a driver does not record any passenger platform time in a  
35 transportation network company's driver platform for 365 or more  
36 consecutive days, any unused earned paid sick time accrued up to that  
37 point with that transportation network company is no longer valid or  
38 recognized.

39 (j) Drivers may use accrued days of earned paid sick time in  
40 increments of a minimum of four or more hours. Drivers are entitled

1 to request four or more hours of earned paid sick time for immediate  
2 use, including consecutive days of use. Drivers are not entitled to  
3 use more than eight hours of earned paid sick time within a single  
4 calendar day.

5 (k) A transportation network company shall compensate a driver  
6 for requested hours or days of earned paid sick time no later than 14  
7 calendar days or the next regularly scheduled date of compensation  
8 following the requested hours or days of earned paid sick time.

9 (l) A transportation network company shall not request or require  
10 reasonable verification of a driver's qualifying illness except as  
11 would be permitted to be requested of an employee under subsection  
12 (1)(g) of this section. If a transportation network company requires  
13 verification pursuant to this subsection, the transportation network  
14 company must compensate the driver for the requested hours or days of  
15 earned paid sick time no later than the driver's next regularly  
16 scheduled date of compensation after satisfactory verification is  
17 provided.

18 (m) If a driver accepts an offer of prearranged services for  
19 compensation from a transportation network company during the four-  
20 hour period or periods for which the driver requested earned paid  
21 sick time, a transportation network company may determine that the  
22 driver did not use earned paid sick time for an authorized purpose.

23 (n) A transportation network company shall provide each driver  
24 with:

25 (i) Written notification of the current rate of average hourly  
26 compensation while a passenger is in the vehicle during the most  
27 recent calendar month for use of earned paid sick time;

28 (ii) An updated amount of accrued earned paid sick time since the  
29 last notification;

30 (iii) Reduced earned paid sick time since the last notification;

31 (iv) Any unused earned paid sick time available for use; and

32 (v) Any amount that the transportation network company may  
33 subtract from the driver's compensation for earned paid sick time.

34 The transportation network company shall provide this information to  
35 the driver no less than monthly. The transportation network company  
36 may choose a reasonable system for providing this notification,  
37 including but not limited to: A pay stub; a weekly summary of  
38 compensation information; or an online system where drivers can  
39 access their own earned paid sick time information. A transportation  
40 network company is not required to provide this information to a

1 driver if the driver has not worked any days since the last  
2 notification.

3 (o) A transportation network company may not adopt or enforce any  
4 policy that counts the use of earned paid sick time as an absence  
5 that may lead to or result in any action that adversely affects the  
6 driver's use of the transportation network.

7 (p) A transportation network company may not take any action  
8 against a driver that adversely affects the driver's use of the  
9 transportation network due to his or her exercise of any rights under  
10 this subsection including the use of earned paid sick time.

11 (q) The department may adopt rules to implement this subsection.

12 NEW SECTION. **Sec. 2.** The department of labor and industries  
13 must develop materials and conduct outreach to inform individuals and  
14 businesses of the new provisions of this act.

15 NEW SECTION. **Sec. 3.** This act takes effect January 1, 2025.

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