

UNDERSTANDING INITIATIVE 1433 – PAID SICK LEAVE LAW

Initiative 1433 is the first legislation in Washington State to mandate benefits. It is more commonly referred to as the “Paid Sick Leave Law”, however there are several components to this legislation.

HIGHLIGHTS:

- ❖ Requires employers to provide paid sick leave to most employees beginning January 1, 2018:
 - Generally applies to all workers, except those exempt from minimum wage law.
 - Required accrual rate of 1 hour for every 40 hours worked.
 - For employees who start on or after 1/1/18 their accrual starts on the date of hire, however, there is a wait period of 90 days before they can begin to USE the accrued time.
 - There is no wait period for using accrued sick time for employees hired before 1/1/18.
 - Requires employers to allow carry over up to 40 hours each year.
- ❖ Increases the minimum wage over the next few years:

- 1/1/18 ... \$11.50/hour
- 1/1/19 ... \$12/hour
- 1/1/20 ... \$13.50/hour

- ❖ Requires tips, gratuities and service charges to be given to the staff who provided the service.
- ❖ Protects employees from retaliation when exercising their rights under Initiative 1433.

WHAT YOU SHOULD DO TO PREPARE:

- ❖ Review your policies for compliance:
 - Pay Rates.
 - Sick leave accrual, carryover, and policies for use.
 - Ensure your policies are clearly communicated and updated in your written policies.
 - Provide employees with at least monthly documentation of used/earned sick time.
- ❖ Post the new L&I workplace poster.
- ❖ Use resources on the L&I website for employers.
 - Sign up for updates on rule development, training, tools for employers: www.Lni.wa.gov/Main/Listservs/WRWageHour.asp

ONLINE TOOLS:

You can find tools, training and other resources on L&I's Employer Resource Center at www.Lni.wa.gov/SickLeave.



Free webinars:

<http://www.Lni.wa.gov/apps/workshops/WorkshopsByDate.asp>

We can help! Give us a call today if you would like assistance with a review of your policies to be sure your business is in compliance on January 1, 2018. Call 253-852-8500 or email Info@Shannon-CPAs.com

SHANNON & ASSOCIATES, LLP

Certified Public Accountants & Management Consultants
1851 Central Place South, Suite 225 Kent, WA 98030 | 253-852-8500
Info@Shannon-CPAs.com | www.Shannon-CPAs.com