

# WASHINGTON

## Washington State Expands Paid Sick Leave

Provided to you by **Employco USA, Inc.**

On March 28, 2024, Washington Gov. Jay Inslee signed into law a [bill](#) expanding the definition of “family member” in the state’s paid sick leave law and adding to the qualified reasons for leave under the law. The changes take effect Jan. 1, 2025.

### Paid Sick Leave Amendments

In keeping with trends in state leave laws nationwide, the amendments expand Washington’s paid sick leave requirements by:

- Changing the definition of “family member” to include grandchildren, grandparents and individuals who regularly reside in the employee’s home or where the relationship creates an expectation that the employee care for the person (and that individual depends on the employee for care). The definition excludes individuals who reside in the same home with no expectation that the employee care for them;
- Adding a child’s spouse to the law’s definition of “child”; and
- Adding the closure of the employee’s business or their child’s school or place of care after the declaration of an emergency by the federal government or a local or state government or agency as a qualified reason to take paid sick leave.

The amendments change both the parts of the law that apply generally to employers and specifically to transportation network companies.

### Washington Paid Sick Leave

Under Washington state’s paid sick leave law, employees accrue a minimum of **one hour** of paid sick leave for every **40 hours worked**. Virtually all Washington employers and employees are covered by the law, and special provisions apply to ride-share drivers.

### Next Steps for Employers

Employers should ensure their policies and procedures comply with the paid sick leave amendments by the time the amendments take effect on Jan. 1, 2025. Employers should also train supervisors on the changes.

### Highlights

- Washington’s paid sick leave law was amended to add as “family members” individuals whose relationship with an employee creates an expectation of care from the employee.
- The law will also allow employees to take leave for public emergency closures.
- The changes take effect Jan. 1, 2025.

*Employees will be able to take leave to care for individuals who are not family members.*