

Washington Sick Leave

Guidelines for Paid Sick Time for Household Employees

HomePaySM

Provided by Breedlove



Compliments of HomePay by Breedlove

As the trend for professionalizing household employment grows, domestic employees are earning more benefits thanks to state legislative efforts. Beginning in 2018, household employers in the state of Washington will be required to provide their employees with paid sick leave. Here are the specifics families need to know:

- Families can choose whether to accrue paid sick time at 1 hour for every 40 hours worked, or offer the full amount of paid sick time upfront to their employee at the beginning of the year.

Note: To offer the full amount of paid sick time upfront, families will need to calculate how much sick time their employee would accrue for the year - assuming the employee's hours do not fluctuate. No matter which decision families make, HomePay can handle tracking sick time for employees and have it reflected on their paystubs each pay period.

- Unused sick time may carry over to the next year
- Families may cap an employee's total sick time to 40 hours per year
- Any unused sick time does not need to be paid out to an employee that quits or is terminated

These sick time provisions apply to families statewide with one exception. The city of Spokane requires families to accrue sick time at 1 hour for every 30 hours worked.



If you have any questions about your situation, [visit our website](#) or call for a free consultation at 888-273-3356. We're here to help!

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