

Comparison among Other Jurisdictions’ Paid Sick and Safe Time Legislation

Issue	Milwaukee (now pre-empted)	San Francisco	Washington D.C.	Connecticut	Seattle – as proposed
<i>Impacted Employees and Exemptions</i>	Other governments exempted.	No explicit exemptions.	Exempts restaurant “tip” workers, students and healthcare workers with premium pay programs. “Hardship” exemption available to businesses via administrative rule. (Rules not yet approved.)	Targets “service” workers, listing 68 specific employment classification titles. Exempts manufacturers and certain tax-exempt organizations. Also exempts temporary workers and salaried professionals.	Other governments exempted.
<i>Use of Leave</i>	Personal and family health; and domestic violence.	Personal and family health; and domestic violence.	Personal and family health; and domestic violence.	Personal and family health; and domestic violence.	Personal and family health; public health; and domestic violence.
<i>Max Sick/Safe Time Avail. (for a full-time employee)</i>	1 to 9 employees = 5 days 10+ employees = 9 days	1 to 9 employees = 5 days 10+ employees = 9 days	1 to 24 employees = 3 Days 25 to 99 employees = 5 days 100+ employees = 7 days	5 days per year	1 to 49 FTE = 5 Days 50 to 249 FTE = 7 days 250+ FTE = 9 days (Major employers = 18 days, if PTO)
<i>Carry Forward / Max Taken per Year (for a full-time employee)</i>	1 to 9 employees = 5 days 10+ employees = 9 days	1 to 9 employees = 5 days 10+ employees = 9 days	1 to 24 employees = 3 Days 25 to 99 employees = 5 days 100+ employees = 7 days	5 days per year	1 to 49 FTE = 5 Days 50 to 249 FTE = 7 days 250+ FTE = 9 days (Major employers = 18 days, if PTO)

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<i>Notice and Documentation of Leave</i>	Can require reasonable documentation, but no “unreasonable barriers” to use of time.	Employees can be required to provide “reasonable notification” and employers can take “reasonable measures” to verify use of sick time.	Notification = 10 days in advance or as soon as possible. Documentation can be required for absences of 3 or more days.	Notification = 7 days in advance or as soon as possible. Documentation can be required for absences of 3 or more days.	Notification = 10 days in advance or as soon as possible. “Reasonable” documentation can be required for absences of 4 or more days. If no medical insurance, employer contributes to cost of securing requested documentation (50% for < 250 FTE, 100% for 250+FTE).
<i>Waiver via Collective Bargaining</i>	Requirements cannot be waived.	Requirements can be waived without restriction.	Cannot negotiate a benefit of less than 3 days per year.	Requirements cannot be waived.	Requirements can be waived without restriction.
<i>When Does Benefit Begin?</i>	90 days after hiring.	90 days after hiring	1 year after hiring	After 680 hours of work (17 wks of full-time work).	180 days after hiring for < 250 FTE. 90 days after hiring for 250+ FTE.
<i>Protection from Retaliation?</i>	Yes.	Yes.	Yes.	Yes	Yes.
<i>Enforcement Model</i>	Enforced by Equal Rights Commission	Civil fines - \$50 per employee per day, 3x value of withheld time. Suspension of licenses also possible.	Civil fines of \$500 to \$1,000 per offense.	Fines of \$100 per offense for failure to provide sick time; \$500 per offense for retaliation.	SOCR’s standard enforcement approach (the same used for Fair Housing and Employment discrimination).