



西雅圖帶薪病假和安全工時

從 2012 年 9 月 1 日起，雇主必須為其在西雅圖市內工作的員工提供帶薪的病假和安全時間。凡全職、兼職員工或臨時工（包括每個日曆年在西雅圖工作超過 240 個小時的員工），均有資格獲得帶薪病假和安全工時。

帶薪病假和安全工時可用於：

- 員工、員工夥伴或家庭成員生病、健康狀況或預防性護理。
- 與家庭暴力、性攻擊或跟蹤騷擾相關的原因。
- 官方為限制健康隱患而關閉學校或工作場所。

帶薪病假和安全工時法令：SMC 14.16

等級	僱佣單位規模	應計賬目	實際使用	結轉賬目
未涵	4名或以下僱員	無應計賬目、實際使用或結轉賬目要求。通知和反報復		
1	4 個以上至 49 名員工	每工作 40 個小時為 1 小時	每個日曆年為 40 個小時	每個日曆年為 40 個小時
2	49 個以上至 249 名員工	每工作 40 個小時為 1 小時	每個日曆年為 56 個小時	每個日曆年為 56 個小時
3	250 名或更多員工	每工作 30 個小時為 1 小時	每個日曆年為 72 個小時	每個日曆年為 72 個小時
	250 名或更多員工 (帶薪休假政策)	每工作 30 個小時為 1 小時	每個日曆年為 108 個小時	每個日曆年為 108 個小時

雇主在每次發薪時，必須通知員工有多少帶薪病假和安全工時。



您若需要更多信息或依照本條例提交申訴，請聯繫 SOCR，電話：(206) 684-4500，網站 www.seattle.gov/psst



2012 年 9 月 24 日更新



Seattle Paid Sick and Safe Time

Starting September 1, 2012, employers are required to provide paid sick and safe time to their employees who work within Seattle city limits.

Employees are eligible for paid sick and safe time if work is performed on a full-time, part-time or temporary basis, including employees who occasionally work in Seattle for more than 240 hours per calendar year.

Paid sick and safe time may be used for:

- illness, injury or health condition or for preventative care for an employee or an employee’s partner or family members.
- reasons related to domestic violence, sexual assault, or stalking.
- school or workplace closure by a public official to limit health hazards.

Paid Sick and Safe Time Ordinance: SMC 14.16

Tier	Employer Size	Accrual	Use	Carry Over
Not Covered	4 or fewer employees	No accrual, use or carry over requirement. Notice and anti-retaliation provisions apply.		
1	More than 4 to 49 employees	1 hour for every 40 hours worked	40 hours per calendar year	40 hours per calendar year
2	More than 49 to 249 employees	1 hour for every 40 hours worked	56 hours per calendar year	56 hours per calendar year
3	250 or more employees	1 hour for every 30 hours worked	72 hours per calendar year	72 hours per calendar year
	250 or more employees (with PTO policy)	1 hour for every 30 hours worked	108 hours per calendar year	108 hours per calendar year

Employers must notify employees of available paid sick and safe time each time wages are paid.

It is illegal to retaliate against employees who request or use PSST. Employees can file a complaint or bring a civil action if they are retaliated against or their PSST rights are violated.

To file a complaint under this Ordinance, contact the **Seattle Office of Labor Standards** at: 206-684-4500 or seattle.gov/psst. This information is available in other languages and formats.

Updated 12/07/2015



PAID SICK & SAFE TIME
Seattle Works Well