

Washington Paid Sick Leave Policy

Effective January 1st, 2026

Purpose

Culinary Staffing provides paid sick leave to Washington employees in compliance with the Washington Paid Sick Leave Law (RCW 49.46.210). This policy explains employee rights and responsibilities for accruing and using paid sick time.

Eligibility

All employees in Washington—full-time, part-time, temporary, and seasonal—are eligible to accrue and use paid sick leave.

Accrual

- Employees accrue 1 hour of paid sick leave for every 40 hours worked, starting on their first day of employment.
- Accrued sick leave may be used after 90 days of employment.
- Up to 40 hours of unused sick leave may be carried over each year.

Use of Sick Leave

Sick leave may be used for:

- The employee's own illness, injury, or preventative medical care.
- Caring for a family member (child, spouse, registered domestic partner, parent, grandparent, grandchild, or sibling) who is ill or needs care.
- A workplace or child's school closure due to a public health emergency.
- Reasons that fall under the Domestic Violence Leave Act (please see the separate policy)

Notice Requirements

When the need is foreseeable, employees should provide at least 10 days' notice or as early as possible. For unforeseeable absences, notify your supervisor as soon as practical.

Verification

If you are absent for more than three consecutive scheduled days, reasonable documentation may be required to confirm the leave qualifies. Verification requests will respect privacy and will not create an undue burden.

Pay and Records

Paid sick leave is compensated at your regular hourly rate. Employees receive a monthly record of accrued, used, and available hours through payroll.

Carryover and Reinstatement

Up to 40 hours of unused sick leave will carry over annually. If rehired within 12 months, any unused, accrued sick leave will be reinstated.

Anti-Retaliation

Culinary Staffing prohibits retaliation or discipline against employees who use sick leave, request information about their rights, or participate in related investigations or complaints.

Additional Information

This policy applies only to employees working in Washington State. Optional leave programs (e.g., PTO banks or frontloading) will comply with state law and may be described in separate policies.