

## E-ALERT: Washington Amends Paid Sick Leave Law



### Background

The state of Washington has made an amendment to its Paid Sick Leave law that excludes construction workers that are covered by a Collective Bargaining Agreement (CBA).

### Summary

The following requirements must be met for construction workers to be exempt from the state's paid sick leave law:

- The union signatory to the collective bargaining agreement is an approved referral union program that is authorized under law in Washington.
- The collective bargaining agreement must have sick leave provisions that are equivalent to and meet the requirements of the state's paid sick leave law.
- The paid sick leave law requirements are waived in the collective bargaining agreement in clear terms, or in an addendum to an existing agreement that includes an "openness to negotiation" as long as the sick leave portions were previously discussed by the membership.

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## Employer Next Steps

- All Washington State employers should review their organization's handbook and policies to ensure they are in compliance with the amended Paid Sick Leave law.
- If you are a Full-Service or Virtual HR client and would like our assistance with updating your handbook and paid sick leave policy, please [email us](#).

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