

## **Employee Paid Sick Leave Notification**

On November 8, 2016, Washington voters passed Initiative 1433. This initiative requires all employers in the State of Washington to provide paid sick leave to their employees starting January 1, 2018.

This leave will accrue at one (1) hour of paid sick leave for every 40 hours an employee works.

With the exception of stand-alone substitute, casual labor and coaching positions, Lake Stevens School District employees already accrue more paid sick leave than the minimum required by Initiative 1433.

When eligible, employees may use accrued paid sick leave for the reasons outlined in RCW 49.462.210(1) (b) and (c):

- To care for the employee or employee's family member;
- When an employee or employee's family member is the victim of sexual assault, domestic violence, or stalking; and
- In the event, our business or employee child's school or place of care is closed by order of a public official for any health-related reason.

When eligible, employees may use accrued paid sick leave beginning 90 calendar days after the start of employment.

Retaliation against an employee by Lake Stevens School District for using accrued paid sick leave for authorized purposes, or for the exercise of any rights under the Minimum Wage Act (chapter 49.46 RCW), is prohibited.