

# Attachment B

## Paid Sick and Safe Time

1. If the proposed amendments pass, what parts of Seattle PSST or the City employee benefit program remain more generous and/or different than I-1433 requirements?

Issue	I-1433 Requirements	Office of Labor Standards Requirements, All Employers in the Geographical Limits	SDHR – SMC 4.24, City of Seattle Benefit Eligible Employees*
<b>Employee coverage</b>	Hourly employees	Hourly <i>and overtime exempt employees</i> (with a few limited exceptions, such as increments of use)	Hourly and overtime exempt employees
<b>Accrual</b>	One hour for every 40 hours worked	Tier Three Employers = <i>One for every 30 hours worked</i>	0.046 hours for straight time hours paid or worked
<b>Carry-over</b>	40 hours	Tier Two Employers = <i>56 hours</i> Tier Three Employers = <i>72 hours</i> Tier Three Employers with PTO = <i>108 hours</i>	No limit on carry over hours
<b>Use</b>	No cap on use	No cap on use  <i>Employees may have access to greater numbers of hours to use due to increased carry over requirements.</i>	No cap on use
<b>Increments of use –Hourly employees</b>	Employees can use paid sick leave in increments that are consistent with the employer's payroll system and practices, not to exceed one hour.  Employers may apply to L&I for a variance from this requirement.	Employees can use PSST in hourly or, if an employer's payroll system tracks compensation <i>in increments of less than one hour, in the smallest increment in which compensation is tracked.</i>  <i>The ordinance does not address variance.</i>	Employees may use in 15 minute increments
<b>Rate of pay</b>	Employers must pay <i>normal hourly compensation.</i>	Employers must pay <i>normal hourly compensation.</i>	City complies with OLS requirement

		<i>There is no language about lost tips. The term, normal hourly compensation will be defined in revised PSST rules.</i>	
<b>Notification</b>	Employers must provide notification of PSST hours not less than monthly.	Employers must provide notification of PSST hours <i>every time that wages are paid</i> (which could be monthly or a shorter interval).	City complies with OLS requirement
<b>Tier one and tier two new employer exemption</b>	No exemptions.	There is a two-year exemption for new tier one and tier two employers <i>but only for PSST requirements that are more generous than statewide paid sick leave</i> (e.g. carry-over for tier two employers).	Not applicable
<b>Notice of Rights</b>	Employers must notify each employee of their entitlement to paid sick leave, in written or electronic form.	Employers must display a <i>workplace poster created by OLS, in a conspicuous and accessible area in the workplace in English and the primary language(s) of employee(s) at the workplace.</i>	City complies with OLS requirement
<b>Waiver</b>	No CBA waiver.	<i>Waiver is available only through Dec. 31, 2018 for PSST requirements that are more generous than statewide paid sick leave (e.g. tier 2 &amp; 3 carry over, tier 3 accrual). Thereafter, no CBA waiver of any PSST requirements is permitted.</i>	City will comply with OLS requirement. No City unions have waived sick leave requirement.

\* Non-benefitted City temporary employees follow the same provisions of SMC 14.16 as enforced by OLS