FINAL BILL REPORT
ESHB 1875

C 170 L 25
Synopsis as Enacted

Brief Description: Allowing the use of paid sick leave to prepare for or participate in certain immigration proceedings.

Sponsors: House Committee on Labor & Workplace Standards (originally sponsored by Representatives Salahuddin, Thai, Taylor, Fosse, Paul, Bergquist, Bronoske, Kloba, Pollet, Street, Stonier, Parshley, Obras, Thomas, Hill, Doglio, Berry, Reed, Ramel, Gregerson, Scott, Cortes, Simmons, Peterson and Zahn).

House Committee on Labor & Workplace Standards
Senate Committee on Labor & Commerce

Background:

Paid Sick Leave for Employees.
Employers are required to provide paid sick leave to employees. Employees must accrue at least one hour of paid sick leave for every 40 hours worked. Paid sick leave must be paid at the employee's normal hourly rate of compensation. An employee may use accrued paid sick leave beginning on the ninetieth calendar day after the commencement of the employee's employment. If an employee does not use all available paid sick leave by the end of the accrual year, the employer must carry over balances of 40 hours or less to the next year.

An employee may use paid sick leave for absences resulting from: (1) the employee's mental or physical health needs; (2) care for an employee's family member's mental or physical health needs; (3) the closure of an employee's place of business by order of a public official for a health-related reason, or when an employee's child's school or place of care has been closed for a health-related reason; or (4) events that authorize leave under the Domestic Violence Leave Act.

If an employee is absent for more than three days, an employer may require verification that the employee is using paid sick leave for an authorized purpose. The request for

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verification may not result in an unreasonable burden or expense on the employee and may not exceed privacy or verification requirements otherwise established by law.

Paid Sick Leave for Transportation Network Company Drivers.
Similar paid sick leave is required for the drivers of transportation network companies (TNCs). Transportation network companies are entities that use a digital network to connect passengers with drivers to provide prearranged rides.

A driver accrues one hour of paid sick time for every 40 hours of passenger platform time worked. Paid sick leave must be paid at the driver's average hourly rate of compensation. A driver may use accrued paid sick leave upon recording 90 hours of passenger platform time on the TNC's driver platform. If the driver does not use all available paid sick leave by the end of the accrual year, the TNC must carry over balances of 40 hours or less to the next year.

A TNC driver may use paid sick leave for the same reasons as an employee. However, the TNC driver may also use paid sick leave for deactivation or other status that prevents the driver from performing network services on the TNC's platform, except in certain circumstances.

A TNC may only request verification of a TNC driver's qualifying illness in the manner consistent with what is allowed for an employer.

Summary:

Paid Sick Leave for Employees.
An employee may use paid sick leave for absences resulting from the need to prepare for or attend judicial or administrative immigration proceedings involving the employee or the employee's family member.

If an employer requests verification for an absence exceeding three days, the employer must accept documentation from an advocate, attorney, member of the clergy, or other professional who is assisting the employee or the employee's family member in the proceeding. The provision of this document does not affect the confidential or privileged nature of communications as provided by law, between an employee or the employee's family member and the advocate, attorney, member of the clergy, or other professional. The employer must also accept an employee's written statement describing the employee or the employee's family member's involvement in a qualifying proceeding. The documentation or written statement must not disclose any personally identifiable information about an employee or an employee's family member's immigration status or underlying immigration protection.

Paid Sick Leave for Transportation Network Company Drivers.
A driver for a transportation network company (TNC) may use paid sick leave for absences

resulting from the need to attend judicial or administrative immigration proceedings involving the driver or the driver's family member.

A TNC may request verification for absences that exceed three days in the same manner allowed for employers. The TNC must accept the same forms of verification as employers.

Votes on Final Passage:

House	58	39
Senate	29	19

Effective: July 27, 2025