

Healthy Families and Workplaces Act (HFWA)

Effective Date: January 1, 2022

Mandates all employers provide paid sick leave for qualifying reasons.

- **Employee condition prevents work**
- **Medical care or treatment needed**
- **Victim of domestic abuse**
- **Care for family member**
- **Grieving and funeral attendance**
- **Family member's school or care facility closed due to emergency**
- **Employee must evacuate residence due to emergency**



HFWA Key Provisions and Compliance

Key Provisions

- **Accrue 1 hour per 30 hours worked, maximum 48 hours**
- **Employees may use sick leave as accrued**
- **Carry over up to 48 hours year to year**
- **Maximum 48 hours usable per year**
- **Not paid out at termination unless employer provides**

Common Questions

- **Cannot request doctor's note until employee misses 4 consecutive working days**
- **Track used days and deduct from accrued time immediately**
- **Handle misuse case-by-case but can discipline for clear violations**
- **Avoid prying into personal life while maintaining accountability**