



Bixinta Waqtiga Bukaanka iyo Badbaada ee Seattle

Laga bilaabo Sabtambar 1, 2012, loo-shaqeeyayaasha waxa ku waajiba in ay dadka u shaqeeya ee deggen Seattle xuduudaheeda ku jira ay siiyaan lacag waqtiga bukaanka iyo badbaadada. Shaqaaluhu waxy xaq u leeyihiin in la siiyo lacag waqtiga bukaanka iyo badbaadada haddii shaqadu ay tahay mid waqti dhan ah, mid waqti kala dhiman ah, ama mid ku meel-gaadha ah, marka lagu darro shaqaalaha ka shaqeeya Seattle wax ka badan 240 saac ee sannadka taariikhda ah.

Waqtiga bukaanka iyo badbaadada waxa loo isticmaali karaa.

- xanuun, dhaawac ama xaalad caafimaad ama daryeel ku saabsan kahortag cudur ee shaqaale ama lammaanka shaqaalaha ama xubin qoys.
- sababo la xidhiidha dirir qoys, xadgudub galmo, ama qof dabagalkiis.
- xiritaan dugsi ama meel-shaqo oo uu xiray sarkaal dadweyne sabab la xiriira halis caafimaad.

Amarka la xidhiidha bixinta waqtiga bukaanka iyo badbaadada: SMC 14.16

Koox	Xajmiga Loo-shaqeeyaha	Wadar	Isticmaal	U-wareeji
Aan Caymisnayn	4 ama kayar shaqaalaha	Wadar aan lahayn, isticmaal oo u-wareeji rabitaanka. Ogeysiis iyo bixitaanada kahortagga aargoosiga ku		
1	Kuwa leh wax ka badan 4 illaa 49 shaqaale	1 saac ee 40kii saac ee la shaqeeyo	40 saac ee sannadka taariikhda	40 saac ee sannadka taariikhda
2	In ka badan 49 illaa 249 shaqaale	1 saac ee 40kii saac ee la shaqeeyo	56 saac ee sannadka taariikhda	56 saac ee sannadka taariikhda
3	250 shaqaale ama in ka badan	1 saac ee 30kii saac ee la shaqeeyo	72 saac ee sannadka taariikhda	72 saac ee sannadka taariikhda
	250 shaqaale ama in ka badan (Siyaasadda Waqtiga Fad-higa Lacagta Leh)	1 saac ee 30kii saac ee la shaqeeyo	108 saac ee sannadka taariikhda	108 saac ee sannadka taariikhda

Markasta oo mushahar la siiyo shaqaalaha, loo-shaqeeyuhu waa inuu ogeysiiyaa shaqaalaha inta ay heystaan waqti bukaana iyo badaadada.



Wixii macluumaad dheeraad ah ama buuxinta fayl cabasho oo hoos imanaya Amarkan, ka la xiriiir SOCR: (206) 684-4500 ama www.seattle.gov/psst Macluumaadkan waxaad ku heli-kartaa afaf iyo qaabab kale.



PAID SICK & SAFE TIME
Seattle Works Well



Seattle Paid Sick and Safe Time

Starting September 1, 2012, employers are required to provide paid sick and safe time to their employees who work within Seattle city limits.

Employees are eligible for paid sick and safe time if work is performed on a full-time, part-time or temporary basis, including employees who occasionally work in Seattle for more than 240 hours per calendar year.

Paid sick and safe time may be used for:

- illness, injury or health condition or for preventative care for an employee or an employee’s partner or family members.
- reasons related to domestic violence, sexual assault, or stalking.
- school or workplace closure by a public official to limit health hazards.

Paid Sick and Safe Time Ordinance: SMC 14.16

Tier	Employer Size	Accrual	Use	Carry Over
Not Covered	4 or fewer employees	No accrual, use or carry over requirement. Notice and anti-retaliation provisions apply.		
1	More than 4 to 49 employees	1 hour for every 40 hours worked	40 hours per calendar year	40 hours per calendar year
2	More than 49 to 249 employees	1 hour for every 40 hours worked	56 hours per calendar year	56 hours per calendar year
3	250 or more employees	1 hour for every 30 hours worked	72 hours per calendar year	72 hours per calendar year
	250 or more employees (with PTO policy)	1 hour for every 30 hours worked	108 hours per calendar year	108 hours per calendar year

Employers must notify employees of available paid sick and safe time each time wages are paid.

It is illegal to retaliate against employees who request or use PSST. Employees can file a complaint or bring a civil action if they are retaliated against or their PSST rights are violated.

To file a complaint under this Ordinance, contact the **Seattle Office of Labor Standards** at: 206-684-4500 or seattle.gov/psst. This information is available in other languages and formats.

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