

Arizona and Washington Voters Approve Paid Sick Leave Measures

News

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The article, "Arizona and Washington Voters Approve Paid Sick Leave Measures," featured in *SHRM*, discussed how voters in Arizona and Washington approved ballot measures that will require employers to offer paid sick leave to workers beginning in 2017 and 2018, respectively.

The patchwork of laws can be frustrating for multistate employers and even for businesses in one state that are covered by more than one local law, said Catharine Morisset.

Employers in Washington may be wondering if they can now just follow the state law and ignore the city laws, she said, but "the answer is no."

Employers have to comply with the provisions that are the most favorable to employees, she said.

The statewide law will only provide the level of benefits offered in Seattle's first tier, Catharine explained. Therefore, midsize and large employers in Seattle will still have to offer the more generous provisions under the citywide law.

The various sick-leave rules are complex and confusing, especially when businesses have to comply with more than one law, Catharine said. Employers should review their policies with counsel to ensure they are in compliance with each law that impacts their workforce.

To read the full article, please visit [SHRM](#).

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Catharine Morisset

Partner

206.693.5076

Email

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