

# Washington Paid Sick Leave for Ride-share Drivers

A new Washington state [law](#) concerning ride-share companies includes a requirement that the companies provide paid sick leave beginning Jan. 1, 2023.

## Covered Organizations

The paid leave mandate applies to “transportation network companies”—entities operating in Washington using a digital network to connect passengers with drivers to provide prearranged rides.

## Paid Sick Leave Eligibility, Accrual and Use

Drivers operating in Washington on a transportation network company’s platform are eligible for leave. They accrue one hour of paid sick leave for every 40 hours spent driving passengers, and they may begin using the leave after 90 hours of this time.

Drivers are entitled to use earned paid sick time for the following reasons:

- An absence resulting from the driver's (or their family member's) mental or physical illness, injury, or health condition;
- To accommodate the driver's (or their family member's) need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or an employee's need for preventive medical care;
- When the driver's child's school or place of care has been closed by order of a public official for any health-related reason;
- For absences that satisfy the state domestic violence leave law; and
- During a deactivation or other status that prevents the driver from performing network services on the transportation network company's platform, unless the deactivation or status is due to a verified allegation of sexual assault or physical assault perpetrated by the driver.

The law requires companies to establish systems that are available online and through a smartphone app for drivers to request and use paid sick leave.

## Compensation

Paid sick leave is compensated at the driver’s average hourly wage, calculated according to a formula set forth in the law, which does not count tips.

## Company Notification Obligations

Companies must provide drivers with written notice of their average hourly compensation for the most recent month, amounts of used and available paid sick leave, and any amount deducted from earnings for paid sick leave.

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