



Employer Solutions Law

Labor & Industries Matters	WISHA/DOSH	Workers' Compensation
Employment Law	Training	EEOC/ESD Cases

UPCOMING WEBINAR - Feb. 13



Navigating New Challenges: Managing Increased Liability for General and Upper-Tier Contractors

Thurs. February 13th

11am - 12pm

Brian Padgett Presenting

Join us for a free webinar tailored for general contractors and upper-tier contractors. Understand the Department's General or Upper-Tier Contractor (Stute) Responsibility Policy and its implications for your business.

Increased Liability Exposure

The policy enforces "per se" liability. You are accountable for subcontractor safety violations. This could lead to severe penalties and damage your business reputation.

Skilled Legal Guidance

Our attorneys have extensive experience representing contractors against the Department, seasoned knowledge of the law, and up-to-date legal strategies tailored to effectively manage and mitigate contractor liability risks.

Interactive Training Sessions

Get a detailed analysis of how this policy has impacted contractors. Learn compliance best practices. Discover proactive measures to protect your operations.

Act Now

Don't wait until it's too late. Adapting to these changes is crucial for your success and the safety of your employees. Contact Employer Solutions Law to register for the webinar or schedule a consultation.

Email Anne to gain access.

**WRITING AN EFFECTIVE PAID
SICK LEAVE POLICY**



by Sarah Capelli

Washington's Paid Sick and Safe Leave law (RCW 49.46.180, 49.46.200, and 49.46.210) requires employers to do many things, but it does not always require employers to write a policy. So why bother? For starters, the employer **benefits from a written policy**. Only with a written policy can the employer require employees to give advance notice for absences and request verification for absences that exceed three days. The employer also has more options for administering its paid sick leave entitlements with a written policy. Only with a written policy can an employer create a universal paid time off (PTO) program, frontload paid sick leave, implement a shared leave program, and choose an accrual year other than the default calendar year. More than this, a well-written paid sick leave policy is key to managing your company's liabilities, avoiding common problems, and providing required notifications in one place.

What follows is a list of **"dos" and "don'ts" to consider** when writing an effective paid sick leave policy in Washington State. (See full article below.)

Developing an effective paid sick leave policy not only benefits you as the employer, it proactively avoids common problems. Even if you already have a written policy, it needs **regular legal review to ensure it is up to date** with the ever-changing and expanding state law. Attorneys at Employer Solutions Law are ready to assist you.

[Read full article here.](#)

[Paid Sick Leave Minimum Requirements - WA L&I](#)



REMINDER: Post OSHA Log Summary

From WA Dept. of Labor & Industries

Most businesses are required to post their OSHA Log summary from February 1st to April 30th.

This summary must be posted in each establishment where notices to employees are customarily posted, such as next to the [required posters](#) for your workplace.

Does that include your business?

Small employers and low-risk businesses may be exempt from these requirements if: They have 10 or fewer employees at all times during the previous calendar year at all of their combined business locations.

The business is included on the industry exemption list in Table 1 under [WAC 296-27-00105](#).

Note: An exemption does not apply if the Bureau of Labor Statistics (BLS), OSHA, or DOSH notifies you to comply.

Resources to help

- [Recording & Reporting eLesson](#)
- [Injury & Illness Recordkeeping Forms - 300, 300A, 301](#)
- [Safety and Health Recordkeeping page](#)

UPCOMING EVENTS



Washington State Governor's
Industrial Safety & Health
Advisory Board

Educating Washington's Workforce Since 1949

Agriculture Safety Days

Yakima - Feb. 5

Wenatchee - Feb 26

Agriculture Safety Day offers safety and health training on topics that are important to agriculture employers and workers in Washington. This industry is one of the largest in the state with one of the highest injury rates so prevention is good for workers and makes good business sense! Health and safety exhibitors will also be there with educational booths, product displays and demonstrations.

[Registration Link](#)



Washington State Governor's
Industrial Safety & Health
Advisory Board

Educating Washington's Workforce Since 1949

Maritime Safety Day

April 2nd

Washington State Fair - Puyallup

Construction Safety Day

April 3rd

Washington State Fair - Puyallup

Educational Scholarship Opportunity

The Governor's Industrial Safety & Health Advisory Board's Construction Safety Day Planning Committee is awarding two \$1,250 scholarships. The intent is to **assist students who are furthering their education in construction safety and/or occupational safety. Application Deadline March 14, 2025.**

[Scholarship Information and Application](#)

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Anne@EmployerSolutionsLaw.com.**

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**Brian Padgett | Brian@EmployerSolutionsLaw.com
www.EmployerSolutionsLaw.com | 425-644-6142**

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