

**SIDE-BY-SIDE COMPARISON OF DIFFERENCES:  
City of Tacoma and Washington State  
Paid Sick Leave (PSL) Laws**

	CITY LAW/RULES	STATE LAW/RULES
<b>WHO IS COVERED?</b>	Employees who work within the City as defined by TMC 18.10; <b>including salaried workers, public elected or appointed officials, and Rail employees.</b>	Employees who work within the State as defined by RCW 49.46.010, <b>and excludes most salaried workers, public elected or appointed officials and Rail employees.</b>
<b>REASONS FOR USE</b>	<ul style="list-style-type: none"> <li>- Illness, medical need, mental health</li> <li>- Safety: DV, Sexual Assault, Stalking</li> <li>- Place of business is closed by public official for health-related reason</li>   <li>- Child's school or place of care is closed by public official</li> <li>-Bereavement</li> </ul>	<ul style="list-style-type: none"> <li>- Illness, medical need, mental health</li> <li>- Safety: DV, Sexual Assault, Stalking</li> <li>- Place of business is closed by public official for health-related reason</li>   <li>- Child's school or place of care is closed by public official for health-related reason</li> </ul>