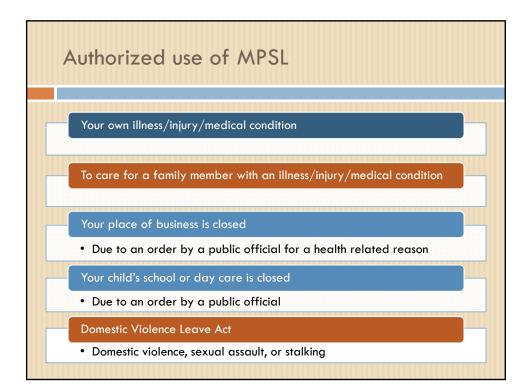
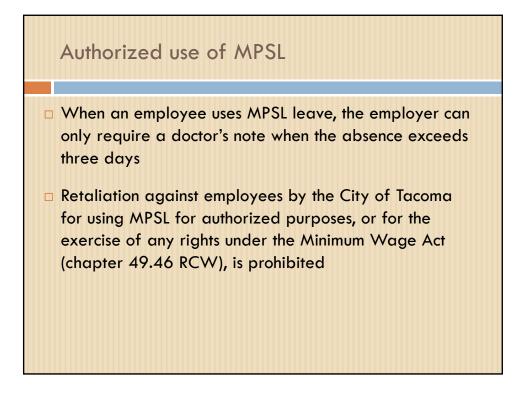
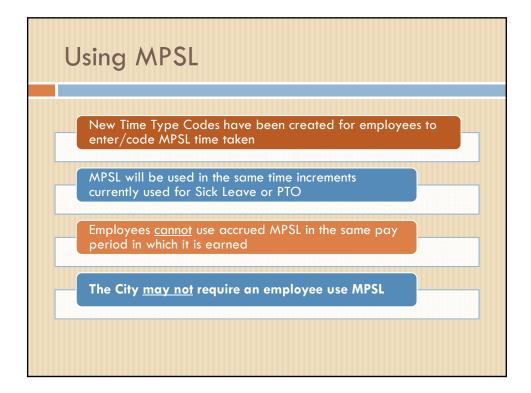
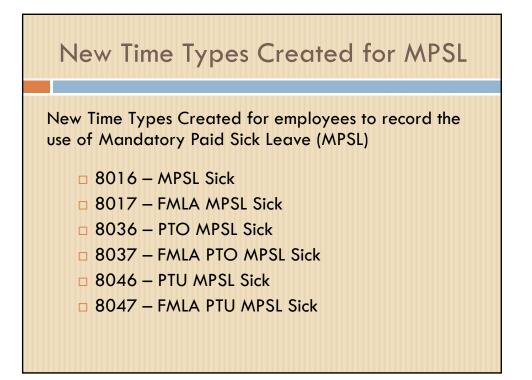


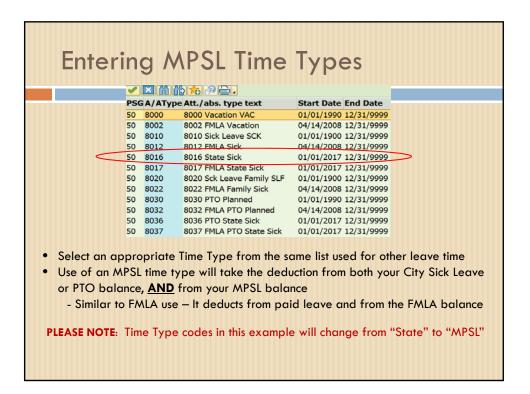
MPSL Family Member Definitions		
City Sick Leave Family Definition	State/City Mandatory Paid Sick Leave Family Definition	
 Family members include: A child, including biological, foster child, stepchild, a legal ward, or child of a person standing in loco parentis; spouse or registered domestic partner parent parent-in-law grandparent 	 Family members include: A child, including biological, adoptive, <u>de facto</u>, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child spouse registered domestic partner grandparent 	
NOTE: Personal Time Off Use is taken as either Planned or Unplanned, unless taken as designated MPSL	 grandchild sibling *Family members listed in <u>bold type</u> are not included in the City definition 	

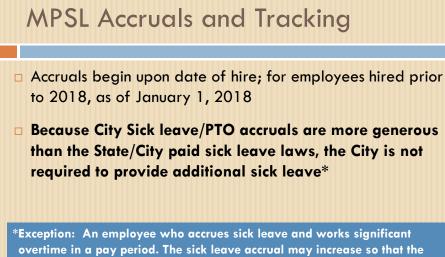






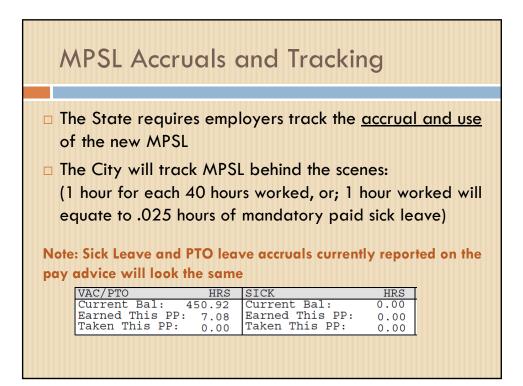


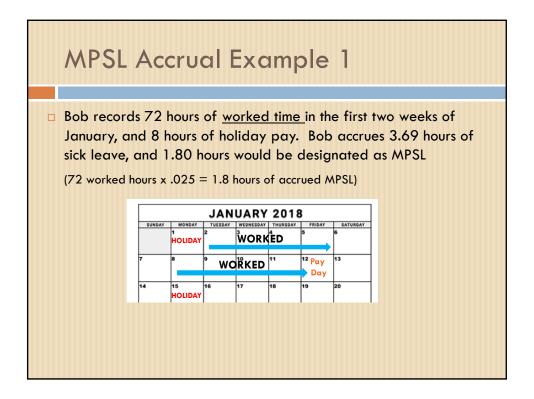


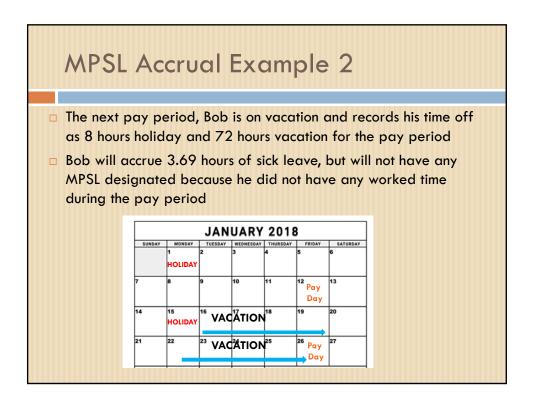


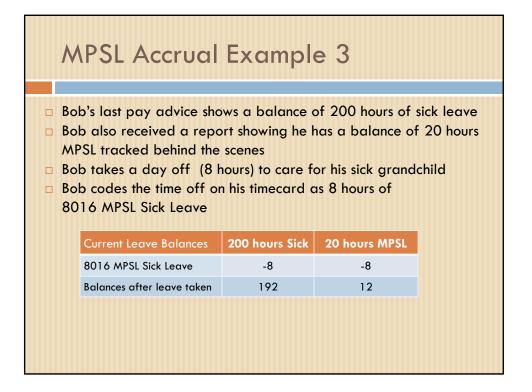
employee receives at least one hour of mandatory Paid Sick Leave per 40 hours worked in that pay period.

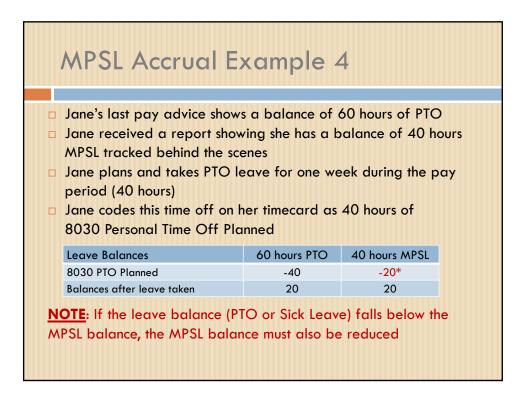
148 hours times .025 per hour MPSL = 3.7 hours sick accrual

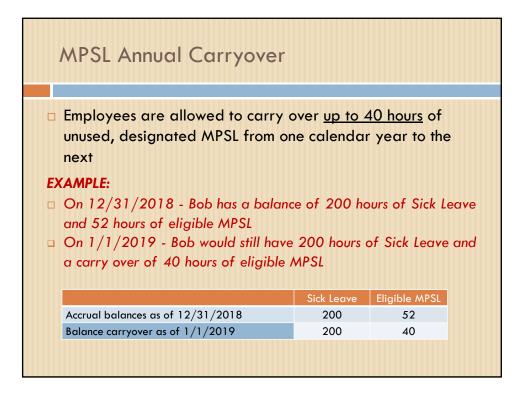














City Sick Leave vs New MPSL		
Call-In Procedures		
City Sick Leave Requirements	MPSL Requirements	
Employees must adhere to City's call-in procedures	Same requirements	
prior to the beginning of their scheduled workday	Exception: Cases of an emergency or unforeseen circumstances <u>due to</u> <u>domestic violence, sexual assault,</u> <u>or stalking</u>	
or such earlier time as required by their department or division head	Employee or his or her designee must give oral or written notice to the City <u>no later than the end of the first day</u>	
	no later than the end of the first da	

Doctor's Notes		
City	y Sick Leave Requirements	MPSL Requirements
	For each absence an employee may be required to submit an explanation of the reason for such absence A medical note shall be required if requested by the department head	Absences exceeding 3 days may require written verification (i.e. medical note). <u>Note:</u> If notification will result in unreasonable burden or expense, employees can provide a written or oral explanation*

City Sick Leave vs New MPSL				
	Incentives for Attendance			
	City Sick Leave Requirements	MPSL Requirements		
	City of Tacoma policies and/or collective bargaining agreements may include attendance incentive programs	Employers cannot incentivize employees to not use MPSL. Cannot count MPSL use toward incentive leave programs.		

