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**HOUSE BILL 2611**

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**State of Washington**

**69th Legislature**

**2026 Regular Session**

**By** Representatives Scott, Parshley, Simmons, Fosse, Cortes, and Hill

Read first time 01/21/26. Referred to Committee on Labor & Workplace Standards.

1 AN ACT Relating to reducing the standard workweek from 40 hours  
2 to 32 hours; amending RCW 49.46.130 and 49.46.210; creating a new  
3 section; and providing an effective date.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 NEW SECTION. **Sec. 1.** The legislature recognizes a 32-hour  
6 workweek offers substantial benefits for workers, particularly in  
7 supporting families that depend on dual incomes. With both parents  
8 often working full-time, reduced hours provide crucial flexibility  
9 for managing child care, household responsibilities, and family time  
10 without sacrificing financial stability. Beyond family support,  
11 employees experience significant improvements in their quality of  
12 life: Reduced stress levels, better mental and physical health,  
13 enhanced work-life balance, and greater overall well-being. These  
14 benefits translate into higher job satisfaction and engagement,  
15 creating a more fulfilled and motivated workforce that can bring  
16 renewed energy and focus to their work.

17 Further, the legislature finds there are equal benefits for  
18 employers. The transition to a shorter workweek does not mean reduced  
19 output. In fact, many companies have found that productivity either  
20 maintains its level or actually increases as workers become more  
21 focused and efficient with their time. This modernized approach to

1 the standard workweek helps keep the state competitive in attracting  
2 and retaining top talent, particularly among younger workers who  
3 increasingly prioritize flexibility and well-being. The timing is  
4 particularly relevant given how advances in automation and artificial  
5 intelligence have dramatically increased what workers can accomplish  
6 in fewer hours; yet historically, the gains from these technological  
7 efficiencies have flowed primarily to company profits rather than  
8 being shared with workers through reduced hours or increased  
9 compensation. As artificial intelligence continues to accelerate  
10 productivity and reshape the workplace while also creating  
11 uncertainty about job displacement, a 32-hour workweek represents a  
12 forward-thinking way to share the benefits of technological progress  
13 with workers while simultaneously reducing turnover costs and  
14 fostering a more engaged, loyal workforce.

15 **Sec. 2.** RCW 49.46.130 and 2021 c 249 s 2 are each amended to  
16 read as follows:

17 (1) Except as otherwise provided in this section, no employer  
18 shall employ any of his or her employees for a workweek longer than  
19 (~~forty~~) 32 hours unless such employee receives compensation for his  
20 or her employment in excess of the hours above specified at a rate  
21 not less than one and one-half times the regular rate at which he or  
22 she is employed.

23 (2) This section does not apply to:

24 (a) Any person exempted pursuant to RCW 49.46.010(~~(3)~~) (4). The  
25 payment of compensation or provision of compensatory time off in  
26 addition to a salary shall not be a factor in determining whether a  
27 person is exempted under RCW 49.46.010(~~(3)(e)~~) (4)(c);

28 (b) Employees who request compensating time off in lieu of  
29 overtime pay;

30 (c) Any individual employed as a seaman whether or not the seaman  
31 is employed on a vessel other than an American vessel;

32 (d) Seasonal employees who are employed at concessions and  
33 recreational establishments at agricultural fairs, including those  
34 seasonal employees employed by agricultural fairs, within the state  
35 provided that the period of employment for any seasonal employee at  
36 any or all agricultural fairs does not exceed (~~fourteen~~) 14 working  
37 days a year;

1 (e) Any individual employed as a motion picture projectionist if  
2 that employee is covered by a contract or collective bargaining  
3 agreement which regulates hours of work and overtime pay;

4 (f) An individual employed as a truck or bus driver who is  
5 subject to the provisions of the Federal Motor Carrier Act (49 U.S.C.  
6 Sec. 3101 et seq. and 49 U.S.C. Sec. 10101 et seq.), if the  
7 compensation system under which the truck or bus driver is paid  
8 includes overtime pay, reasonably equivalent to that required by this  
9 subsection, for working longer than forty hours per week;

10 (g) Any individual employed as an agricultural employee. This  
11 exemption from subsection (1) of this section applies only until  
12 December 31, 2021;

13 (h) Any industry in which federal law provides for an overtime  
14 payment based on a workweek other than forty hours. However, the  
15 provisions of the federal law regarding overtime payment based on a  
16 workweek other than forty hours shall nevertheless apply to employees  
17 covered by this section without regard to the existence of actual  
18 federal jurisdiction over the industrial activity of the particular  
19 employer within this state. For the purposes of this subsection,  
20 "industry" means a trade, business, industry, or other activity, or  
21 branch, or group thereof, in which individuals are gainfully employed  
22 (section 3(h) of the Fair Labor Standards Act of 1938, as amended  
23 (Public Law 93-259));

24 (i) Any hours worked by an employee of a carrier by air subject  
25 to the provisions of subchapter II of the Railway Labor Act (45  
26 U.S.C. Sec. 181 et seq.), when such hours are voluntarily worked by  
27 the employee pursuant to a shift-trading practice under which the  
28 employee has the opportunity in the same or in other workweeks to  
29 reduce hours worked by voluntarily offering a shift for trade or  
30 reassignment; and

31 (j) Any individual licensed under chapter 18.85 RCW unless the  
32 individual is providing real estate brokerage services under a  
33 written contract with a real estate firm which provides that the  
34 individual is an employee. For purposes of this subsection (2)(j),  
35 "real estate brokerage services" and "real estate firm" mean the same  
36 as defined in RCW 18.85.011.

37 (3) No employer shall be deemed to have violated subsection (1)  
38 of this section by employing any employee of a retail or service  
39 establishment for a workweek in excess of the applicable workweek  
40 specified in subsection (1) of this section if:

1 (a) The regular rate of pay of the employee is in excess of one  
2 and one-half times the minimum hourly rate required under RCW  
3 49.46.020; and

4 (b) More than half of the employee's compensation for a  
5 representative period, of not less than one month, represents  
6 commissions on goods or services.

7 In determining the proportion of compensation representing  
8 commissions, all earnings resulting from the application of a bona  
9 fide commission rate is to be deemed commissions on goods or services  
10 without regard to whether the computed commissions exceed the draw or  
11 guarantee.

12 (4) No employer of commissioned salespeople primarily engaged in  
13 the business of selling automobiles, trucks, recreational vessels,  
14 recreational vessel trailers, recreational vehicle trailers,  
15 recreational campers, manufactured housing, or farm implements to  
16 ultimate purchasers shall violate subsection (1) of this section with  
17 respect to such commissioned salespeople if the commissioned  
18 salespeople are paid the greater of:

19 (a) Compensation at the hourly rate, which may not be less than  
20 the rate required under RCW 49.46.020, for each hour worked up to  
21 (~~forty~~) 32 hours per week, and compensation of one and one-half  
22 times that hourly rate for all hours worked over (~~forty~~) 32 hours  
23 in one week; or

24 (b) A straight commission, a salary plus commission, or a salary  
25 plus bonus applied to gross salary.

26 (5) No public agency shall be deemed to have violated subsection  
27 (1) of this section with respect to the employment of any employee in  
28 fire protection activities or any employee in law enforcement  
29 activities (including security personnel in correctional  
30 institutions) if: (a) In a work period of (~~twenty-eight~~) 28  
31 consecutive days the employee receives for tours of duty which in the  
32 aggregate exceed (~~two hundred forty~~) 240 hours; or (b) in the case  
33 of such an employee to whom a work period of at least seven but less  
34 than (~~twenty-eight~~) 28 days applies, in his or her work period the  
35 employee receives for tours of duty which in the aggregate exceed a  
36 number of hours which bears the same ratio to the number of  
37 consecutive days in his or her work period as (~~two hundred forty~~)  
38 240 hours bears to (~~twenty-eight~~) 28 days; compensation at a rate  
39 not less than one and one-half times the regular rate at which he or  
40 she is employed.

1           ~~(6) ((a) Beginning January 1, 2022, any agricultural employee~~  
2 ~~shall not be employed for more than 55 hours in any one workweek~~  
3 ~~unless the agricultural employee receives one and one-half times that~~  
4 ~~agricultural employee's regular rate of pay for all hours worked over~~  
5 ~~55 in any one workweek.~~

6           ~~(b) Beginning January 1, 2023, any agricultural employee shall~~  
7 ~~not be employed for more than 48 hours in any one workweek unless the~~  
8 ~~agricultural employee receives one and one-half times that~~  
9 ~~agricultural employee's regular rate of pay for all hours worked over~~  
10 ~~48 in any one workweek.~~

11           ~~(c) Beginning January 1, 2024, any)~~ Any agricultural employee  
12 shall not be employed for more than ((40)) 32 hours in any one  
13 workweek unless the agricultural employee receives one and one-half  
14 times that agricultural employee's regular rate of pay for all hours  
15 worked over ((40)) 32 in any one workweek.

16           (7) (a) No damages, statutory or civil penalties, attorneys' fees  
17 and costs, or other type of relief may be granted against an employer  
18 to an agricultural or dairy employee seeking unpaid overtime due to  
19 the employee's historical exclusion from overtime under subsection  
20 (2) (g) of this section, as it existed on November 4, 2020.

21           (b) This subsection applies to all claims, causes of actions, and  
22 proceedings commenced on or after November 5, 2020, regardless of  
23 when the claim or cause of action arose. To this extent, this  
24 subsection applies retroactively, but in all other respects it  
25 applies prospectively.

26           (c) This subsection does not apply to dairy employees entitled to  
27 back pay or other relief as a result of being a member in the class  
28 of plaintiffs in *Martinez-Cuevas v. DeRuyter Bros. Dairy*, 196 Wn.2d  
29 506 (2020).

30           (8) For the purposes of this section, "agricultural employee"  
31 means any individual employed: (a) On a farm, in the employ of any  
32 person, in connection with the cultivation of the soil, or in  
33 connection with raising or harvesting any agricultural or  
34 horticultural commodity, including raising, shearing, feeding, caring  
35 for, training, and management of livestock, bees, poultry, and  
36 furbearing animals and wildlife, or in the employ of the owner or  
37 tenant or other operator of a farm in connection with the operation,  
38 management, conservation, improvement, or maintenance of such farm  
39 and its tools and equipment; (b) in packing, packaging, grading,  
40 storing or delivering to storage, or to market or to a carrier for

1 transportation to market, any agricultural or horticultural  
2 commodity; or (c) (~~in~~) in commercial canning, commercial  
3 freezing, or any other commercial processing, or with respect to  
4 services performed in connection with the cultivation, raising,  
5 harvesting, and processing of oysters or in connection with any  
6 agricultural or horticultural commodity after its delivery to a  
7 terminal market for distribution for consumption. An agricultural  
8 employee does not include a dairy employee.

9 (9) For the purposes of this section, "dairy employee" includes  
10 any employee engaged in dairy cattle and milk production activities  
11 described in code 112120 of the North American industry  
12 classification system.

13 **Sec. 3.** RCW 49.46.210 and 2025 c 170 s 1 are each amended to  
14 read as follows:

15 (1) Beginning January 1, 2018, except as provided in RCW  
16 49.46.180, every employer shall provide each of its employees paid  
17 sick leave as follows:

18 (a) An employee shall accrue at least one hour of paid sick leave  
19 for every (~~forty~~) 32 hours worked as an employee. An employer may  
20 provide paid sick leave in advance of accrual provided that such  
21 front-loading meets or exceeds the requirements of this section for  
22 accrual, use, and carryover of paid sick leave.

23 (b) An employee is authorized to use paid sick leave for the  
24 following reasons:

25 (i) An absence resulting from an employee's mental or physical  
26 illness, injury, or health condition; to accommodate the employee's  
27 need for medical diagnosis, care, or treatment of a mental or  
28 physical illness, injury, or health condition; or an employee's need  
29 for preventive medical care;

30 (ii) To allow the employee to provide care for a family member  
31 with a mental or physical illness, injury, or health condition; care  
32 of a family member who needs medical diagnosis, care, or treatment of  
33 a mental or physical illness, injury, or health condition; or care  
34 for a family member who needs preventive medical care;

35 (iii) When the employee's place of business has been closed by  
36 order of a public official for any health-related reason, or when an  
37 employee's child's school or place of care has been closed for such a  
38 health-related reason or after the declaration of an emergency by a

1 local or state government or agency, or by the federal government;  
2 and

3 (iv) To allow the employee to prepare for, or participate in, any  
4 judicial or administrative immigration proceeding involving the  
5 employee or employee's family member.

6 (c) An employee is authorized to use paid sick leave for absences  
7 that qualify for leave under the domestic violence leave act, chapter  
8 49.76 RCW.

9 (d) An employee is entitled to use accrued paid sick leave  
10 beginning on the ninetieth calendar day after the commencement of his  
11 or her employment.

12 (e) Employers are not prevented from providing more generous paid  
13 sick leave policies or permitting use of paid sick leave for  
14 additional purposes.

15 (f) An employer may require employees to give reasonable notice  
16 of an absence from work, so long as such notice does not interfere  
17 with an employee's lawful use of paid sick leave.

18 (g) (i) For absences exceeding three days, an employer may require  
19 verification that an employee's use of paid sick leave is for an  
20 authorized purpose. If an employer requires verification,  
21 verification must be provided to the employer within a reasonable  
22 time period during or after the leave. An employer's requirements for  
23 verification may not result in an unreasonable burden or expense on  
24 the employee and may not exceed privacy or verification requirements  
25 otherwise established by law.

26 (ii) (A) For purposes of fulfilling a request for verification for  
27 leave taken under (b) (iv) of this subsection, an employee may submit,  
28 and the employer must accept:

29 (I) Documentation that the employee or the employee's family  
30 member is involved in a qualifying immigration proceeding from any of  
31 the following persons from whom the employee or employee's family  
32 member sought assistance in addressing the proceeding: An advocate  
33 for immigrants or refugees, an attorney, a member of the clergy, or  
34 other professional. The provision of documentation under this  
35 subsection does not waive or diminish the confidential or privileged  
36 nature of communications between an employee or an employee's family  
37 member and one or more of the individuals described in this  
38 subsection pursuant to RCW 5.60.060 or other applicable law; or

39 (II) An employee's written statement that the employee or the  
40 employee's family member is involved in a qualifying immigration

1 proceeding and that the leave taken was for one of the purposes  
2 described in (b)(iv) of this subsection.

3 (B) The documentation or written statement must not disclose any  
4 personally identifiable information about a person's immigration  
5 status or underlying immigration protection.

6 (h) An employer may not require, as a condition of an employee  
7 taking paid sick leave, that the employee search for or find a  
8 replacement worker to cover the hours during which the employee is on  
9 paid sick leave.

10 (i) For each hour of paid sick leave used, an employee shall be  
11 paid the greater of the minimum hourly wage rate established in this  
12 chapter or his or her normal hourly compensation. The employer is  
13 responsible for providing regular notification to employees about the  
14 amount of paid sick leave available to the employee.

15 (j) Except as provided in (l) of this subsection, accrued and  
16 unused paid sick leave carries over to the following year, but an  
17 employer is not required to allow an employee to carry over paid sick  
18 leave in excess of 40 hours.

19 (k) Except as provided in (l) of this subsection, an employer is  
20 not required to provide financial or other reimbursement for accrued  
21 and unused paid sick leave to any employee upon the employee's  
22 termination, resignation, retirement, or other separation from  
23 employment. When there is a separation from employment and the  
24 employee is rehired within 12 months of separation by the same  
25 employer, whether at the same or a different business location of the  
26 employer, previously accrued unused paid sick leave shall be  
27 reinstated and the previous period of employment shall be counted for  
28 purposes of determining the employee's eligibility to use paid sick  
29 leave under (d) of this subsection. For purposes of this subsection  
30 (l)(k), "previously accrued and unused paid sick leave" does not  
31 include sick leave paid out to a construction worker under (l) of  
32 this subsection.

33 (l)(i) A construction industry employer must pay a construction  
34 worker, who has not met the 90th day eligibility under (d) of this  
35 subsection at the time of separation, the balance of the worker's  
36 accrued and unused paid sick leave at the end of the established pay  
37 period following the worker's separation pursuant to RCW  
38 49.48.010(2).

1 (ii) The definitions in this subsection (1)(1)(ii) apply  
2 throughout this subsection (1)(1) unless the context clearly requires  
3 otherwise.

4 (A) "Construction worker" means a worker who performed service,  
5 maintenance, or construction work on a jobsite, in the field or in a  
6 fabrication shop using the tools of the worker's trade or craft.

7 (B) "Construction industry employer" means an employer in the  
8 industry described in North American industry classification system  
9 industry code 23, except for residential building construction code  
10 2361.

11 (2) The definitions in this subsection apply throughout this  
12 section, except for subsection (5) of this section:

13 (a) "Family member" means a child, grandchild, grandparent,  
14 parent, sibling, or spouse of an employee, and also includes any  
15 individual who regularly resides in the employee's home or where the  
16 relationship creates an expectation that the employee care for the  
17 person, and that individual depends on the employee for care. "Family  
18 member" includes any individual who regularly resides in the  
19 employee's home, except that it does not include an individual who  
20 simply resides in the same home with no expectation that the employee  
21 care for the individual.

22 (b) "Child" means a biological, adopted, or foster child, a  
23 stepchild, a child's spouse, or a child to whom the employee stands  
24 in loco parentis, is a legal guardian, or is a de facto parent,  
25 regardless of age or dependency status.

26 (c) "Grandchild" means a child of the employee's child.

27 (d) "Grandparent" means a parent of the employee's parent.

28 (e) "Parent" means the biological, adoptive, de facto, or foster  
29 parent, stepparent, or legal guardian of an employee or the  
30 employee's spouse, or an individual who stood in loco parentis to an  
31 employee when the employee was a child.

32 (f) "Spouse" means a husband or wife, as the case may be, or  
33 state registered domestic partner.

34 (3) An employer may not adopt or enforce any policy that counts  
35 the use of paid sick leave time as an absence that may lead to or  
36 result in discipline against the employee.

37 (4) An employer may not discriminate or retaliate against an  
38 employee for his or her exercise of any rights under this chapter  
39 including the use of paid sick leave.

1 (5) (a) The definitions in this subsection apply to this  
2 subsection:

3 (i) "Average hourly compensation" means a driver's compensation  
4 during passenger platform time from, or facilitated by, the  
5 transportation network company, during the 365 days immediately prior  
6 to the day that paid sick time is used, divided by the total hours of  
7 passenger platform time worked by the driver on that transportation  
8 network company's driver platform during that period. "Average hourly  
9 compensation" does not include tips.

10 (ii) "Driver," "driver platform," "passenger platform time," and  
11 "transportation network company" have the meanings provided in RCW  
12 49.46.300.

13 (iii) "Earned paid sick time" is the time provided by a  
14 transportation network company to a driver as calculated under this  
15 subsection. For each hour of earned paid sick time used by a driver,  
16 the transportation network company shall compensate the driver at a  
17 rate equal to the driver's average hourly compensation.

18 (iv) For purposes of drivers, the following definitions apply:

19 (A) "Family member" means a child, grandchild, grandparent,  
20 parent, sibling, or spouse of a driver, and also includes any  
21 individual who regularly resides in the driver's home or where the  
22 relationship creates an expectation that the driver care for the  
23 person, and that individual depends on the driver for care. "Family  
24 member" includes any individual who regularly resides in the driver's  
25 home, except that it does not include an individual who simply  
26 resides in the same home with no expectation that the driver care for  
27 the individual.

28 (B) "Child" means a biological, adopted, or foster child, a  
29 stepchild, a child's spouse, or a child to whom the driver stands in  
30 loco parentis, is a legal guardian, or is a de facto parent,  
31 regardless of age or dependency status.

32 (C) "Grandchild" means a child of the driver's child.

33 (D) "Grandparent" means a parent of the driver's parent.

34 (E) "Parent" means the biological, adoptive, de facto, or foster  
35 parent, stepparent, or legal guardian of a driver or the driver's  
36 spouse, or an individual who stood in loco parentis to a driver when  
37 the driver was a child.

38 (F) "Spouse" means a husband or wife, as the case may be, or  
39 state registered domestic partner.

1 (b) Beginning January 1, 2023, a transportation network company  
2 must provide to each driver operating on its driver platform  
3 compensation for earned paid sick time as required by this subsection  
4 and subject to the provisions of this subsection. A driver shall  
5 accrue one hour of earned paid sick time for every ((40)) 32 hours of  
6 passenger platform time worked.

7 (c) A driver is entitled to use accrued earned paid sick time  
8 upon recording 90 hours of passenger platform time on the  
9 transportation network company's driver platform.

10 (d) For each hour of earned paid sick time used, a driver shall  
11 be paid the driver's average hourly compensation.

12 (e) A transportation network company shall establish an  
13 accessible system for drivers to request and use earned paid sick  
14 time. The system must be available to drivers via smartphone  
15 application and online web portal.

16 (f) A driver may carry over up to 40 hours of unused earned paid  
17 sick time to the next calendar year. If a driver carries over unused  
18 earned paid sick time to the following year, accrual of earned paid  
19 sick time in the subsequent year must be in addition to the hours  
20 accrued in the previous year and carried over.

21 (g) A driver is entitled to use accrued earned paid sick time if  
22 the driver has used the transportation network company's platform as  
23 a driver within 90 calendar days preceding the driver's request to  
24 use earned paid sick time.

25 (h) A driver is entitled to use earned paid sick time for the  
26 following reasons:

27 (i) An absence resulting from the driver's mental or physical  
28 illness, injury, or health condition; to accommodate the driver's  
29 need for medical diagnosis, care, or treatment of a mental or  
30 physical illness, injury, or health condition; or an employee's need  
31 for preventive medical care;

32 (ii) To allow the driver to provide care for a family member with  
33 a mental or physical illness, injury, or health condition; care of a  
34 family member who needs medical diagnosis, care, or treatment of a  
35 mental or physical illness, injury, or health condition; or care for  
36 a family member who needs preventive medical care;

37 (iii) When the driver's child's school or place of care has been  
38 closed by order of a public official for any health-related reason or  
39 has been closed after the declaration of an emergency by a local or  
40 state government or agency, or by the federal government;

1 (iv) For absences for which an employee would be entitled for  
2 leave under RCW 49.76.030;

3 (v) During a deactivation or other status that prevents the  
4 driver from performing network services on the transportation network  
5 company's platform, unless the deactivation or status is due to a  
6 verified allegation of sexual assault or physical assault perpetrated  
7 by the driver; and

8 (vi) To allow the driver to prepare for, or participate in, any  
9 judicial or administrative immigration proceeding involving the  
10 driver or driver's family member.

11 (i) If a driver does not record any passenger platform time in a  
12 transportation network company's driver platform for 365 or more  
13 consecutive days, any unused earned paid sick time accrued up to that  
14 point with that transportation network company is no longer valid or  
15 recognized.

16 (j) Drivers may use accrued days of earned paid sick time in  
17 increments of a minimum of four or more hours. Drivers are entitled  
18 to request four or more hours of earned paid sick time for immediate  
19 use, including consecutive days of use. Drivers are not entitled to  
20 use more than eight hours of earned paid sick time within a single  
21 calendar day.

22 (k) A transportation network company shall compensate a driver  
23 for requested hours or days of earned paid sick time no later than 14  
24 calendar days or the next regularly scheduled date of compensation  
25 following the requested hours or days of earned paid sick time.

26 (l) A transportation network company shall not request or require  
27 reasonable verification of a driver's qualifying illness or of a  
28 driver's qualifying judicial or administrative immigration proceeding  
29 except as would be permitted to be requested of an employee under  
30 subsection (1)(g) of this section. If a transportation network  
31 company requires verification pursuant to this subsection, the  
32 transportation network company must compensate the driver for the  
33 requested hours or days of earned paid sick time no later than the  
34 driver's next regularly scheduled date of compensation after  
35 satisfactory verification is provided.

36 (m) If a driver accepts an offer of prearranged services for  
37 compensation from a transportation network company during the four-  
38 hour period or periods for which the driver requested earned paid  
39 sick time, a transportation network company may determine that the  
40 driver did not use earned paid sick time for an authorized purpose.

1 (n) A transportation network company shall provide each driver  
2 with:

3 (i) Written notification of the current rate of average hourly  
4 compensation while a passenger is in the vehicle during the most  
5 recent calendar month for use of earned paid sick time;

6 (ii) An updated amount of accrued earned paid sick time since the  
7 last notification;

8 (iii) Reduced earned paid sick time since the last notification;

9 (iv) Any unused earned paid sick time available for use; and

10 (v) Any amount that the transportation network company may  
11 subtract from the driver's compensation for earned paid sick time.  
12 The transportation network company shall provide this information to  
13 the driver no less than monthly. The transportation network company  
14 may choose a reasonable system for providing this notification,  
15 including but not limited to: A pay stub; a weekly summary of  
16 compensation information; or an online system where drivers can  
17 access their own earned paid sick time information. A transportation  
18 network company is not required to provide this information to a  
19 driver if the driver has not worked any days since the last  
20 notification.

21 (o) A transportation network company may not adopt or enforce any  
22 policy that counts the use of earned paid sick time as an absence  
23 that may lead to or result in any action that adversely affects the  
24 driver's use of the transportation network.

25 (p) A transportation network company may not take any action  
26 against a driver that adversely affects the driver's use of the  
27 transportation network due to his or her exercise of any rights under  
28 this subsection including the use of earned paid sick time.

29 (q) The department may adopt rules to implement this subsection.

30 NEW SECTION. **Sec. 4.** This act takes effect January 1, 2028.

--- END ---