

Washington Gig Worker Paid Sick Leave Checklist

2026-2027 | Rideshare drivers statewide and app-based workers in Seattle | TheHospitalInfo.com

1. Confirm which rule covers you

☐	I drive passengers for a rideshare company in Washington. State rule applies: 1 hour per 40 hours of passenger platform time.
☐	I do app-based work in Seattle, such as food delivery or other covered platform work. Seattle's rule may apply if my network company is covered and I meet the ordinance's requirements. I check coverage with the Seattle Office of Labor Standards, because the worker-count threshold is described differently in city materials.
☐	I do both. The rule that applies depends on my type of work and my company, so I check each one separately.

2. Gather your numbers

☐	Passenger platform hours from my app earnings summary.
☐	My trip-receipt file. Beginning July 1, 2026, I can request one aggregated, searchable, downloadable record of my per-trip receipt data for the previous 24 months. The company must make it available within three business days.
☐	My compensation during passenger platform time for the last 365 days, and my passenger platform hours for the same period, for each rideshare company separately.
☐	For Seattle work: the days I worked in Seattle in the last 12 months, and my pay on those days.
☐	My latest monthly sick time notice.

3. Run the math (estimates only)

☐	Estimated sick time accrued = eligible passenger platform hours in the period / 40. This estimates newly accrued time only. It is not my available balance. My company's monthly notice shows the official balance, including time I used and carried over.
☐	Average hourly compensation = compensation earned during passenger platform time in the past 365 days / passenger platform hours in the same period. Tips and gratuities are excluded. My company's official calculation controls.
☐	Sick pay = hours used x average hourly compensation.
☐	Seattle sick time accrual = one day for every 30 days with at least one qualifying work-related stop in Seattle, if I work for a covered network company.
☐	Seattle average daily compensation = pay on covered days over 12 months (in and outside the city, no tips) / number of those days. A covered day is a calendar day with at least one work-related stop in Seattle. My latest monthly notice shows my official rate.

4. Know the rideshare usage rules

☐	I have recorded at least 90 passenger platform hours on the platform.
☐	I recorded passenger platform time within the 90 calendar days before my request.
☐	I may request 4 or more hours at once, up to 8 hours per day. My company may allow shorter blocks.
☐	Unused balances up to 40 hours carry over to the next calendar year.
☐	I can use earned sick time from more than one rideshare company at the same time, subject to each company's recorded balance and request process. I do not combine balances unless the company's official records support it.
☐	The company must pay within 14 days or by my next regularly scheduled pay date.

Seattle app-based worker rules

- ☐ I worked in Seattle within the previous 90 calendar days before I request Seattle paid sick and safe time.
- ☐ Seattle time is generally used in 24-hour increments, under the ordinance's conditions.
- ☐ I check my company's latest monthly notice for my accrued balance and average daily compensation.
- ☐ I keep Seattle records separate from my statewide rideshare sick-hour records.

5. File the claim

- ☐ I submit the request through the company's designated sick-time request system.
- ☐ I save a screenshot or email confirmation of every request, and I keep the company's written approval or denial.
- ☐ I check each monthly notice: time accrued, time used, time available, and the hourly or daily pay rate.
- ☐ If the amount looks wrong, I ask the company for its written calculation.

6. Handle taxes and health coverage

- ☐ I ask a qualified tax professional how to report this paid-sick-time payment. IRS guidance generally treats gig-work income as taxable, but I do not assume the specific reporting treatment without confirming it.
- ☐ I set aside money for self-employment tax and income tax.
- ☐ I update my income and coverage information through [Washington Healthplanfinder](#) when my household income changes. Income changes can affect my premium tax credit and may lead to repayment of excess advance credits.
- ☐ I know income near the 400% federal poverty level can affect my premium tax credit. Other rules also apply, such as Marketplace enrollment and other coverage.

7. Escalate if needed

- ☐ Retaliation for using paid sick time for an allowed reason is prohibited. I document what happened.
- ☐ Rideshare issue: file a Driver Rights Complaint with Washington L&I.
- ☐ Seattle app-based worker issue: Seattle Office of Labor Standards, (206) 256-5297.
- ☐ Recommended recordkeeping: I keep trip receipts, passenger platform hours, monthly sick-time notices, requests, responses, and payment records for at least three years. This is a common tax-record practice, not a legal retention rule.

Official links

[WA L&I: Paid Sick Time for rideshare drivers](#)
[Seattle: App-Based Worker Paid Sick and Safe Time](#)
[WA L&I: Compensation requirements and trip records](#)
[WA L&I: Driver Rights Complaint](#)
[Seattle OLS: File a complaint](#)

General education only. This checklist is not legal, tax, or insurance advice. Rules change, so confirm current details with the linked agencies and a tax professional.