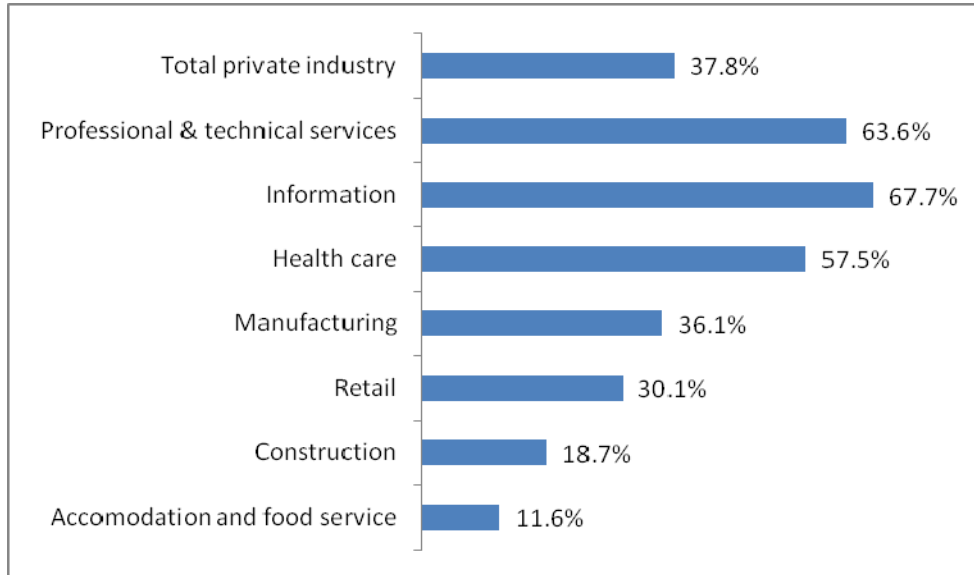




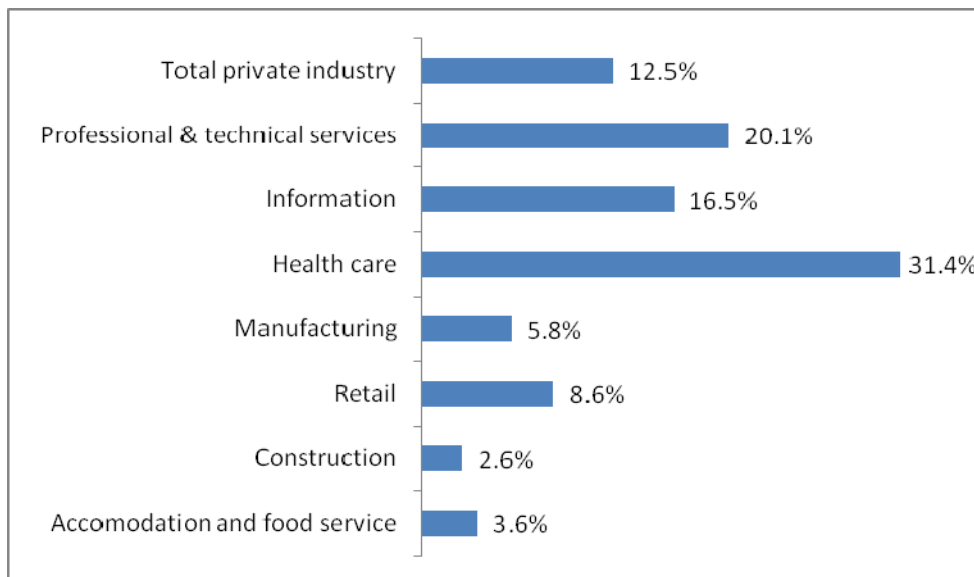
Paid Sick Days: Paid Sick Leave Facts

Percentage of WA firms offering full-time workers paid sick days by industry



Source: Washington State Employee Benefits Survey, March 2009

Percentage of WA firms offering part-time workers paid sick days by industry



Source: Washington State Employee Benefits Survey, March 2009