

Earned Safe and Sick Time (ESST)

Reasons ESST can be used:

1. The employee's mental or physical illness, treatment or preventive care;
2. A family member's mental or physical illness, treatment or preventive care;
3. Absence due to domestic abuse, sexual assault or stalking of the employee or a family member;
4. Closure of the employee's workplace due to weather or public emergency or closure of a family member's school or care facility due to weather or public emergency; and
5. When determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease.
6. To make funeral arrangements, attend a funeral service or memorial or address financial or legal matters that arise after the death of a family member.

Family members included in ESST:

1. Their child, including foster child, adult child, legal ward, child for whom the employee is legal guardian or child to whom the employee stands or stood in loco parentis (in place of a parent);
2. Their spouse or registered domestic partner;
3. Their sibling, stepsibling or foster sibling;
4. Their biological, adoptive or foster parent, stepparent or a person who stood in loco parentis (in place of a parent) when the employee was a minor child;
5. Their grandchild, foster grandchild or step-grandchild;
6. Their grandparent or step-grandparent;
7. A child of a sibling of the employee;
8. A sibling of the parents of the employee;
9. A child-in-law or sibling-in-law;
10. Any of the family members listed in 1 through 9 above of an employee's spouse or registered domestic partner;
11. Any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and
12. Up to one individual annually designated by the employee.