

Fast FAQs about Proposition 206

Q: What is the Arizona minimum wage?

A: \$8.05 per hour until January 1, 2017
\$10.00 per hour January 1, 2017
\$10.50 per hour January 1, 2018
\$11.00 per hour January 1, 2019
\$12.00 per hour January 1, 2020
Increases by cost of living January 1, 2021

Q: Who enforces these laws?

A: The Industrial Commission of Arizona (www.azica.gov)

Q: Is paid sick leave mandatory?

A: Yes.

Q: When?

A: July 1, 2017

Q: How much?

A: If the employer has 15 or more employees, then paid sick leave accrues by one hour for every 30 hours worked up to 40 hours per year.
If the employer has less than 15 employees, then paid sick leave accrues by one hour for every 30 hours worked up to 24 hours per year.

Q: When can I start using paid sick leave?

A: As soon as it accrues unless you are hired after July 1, 2017. The employer can make you wait for your introductory period to use it after that date.

Q: Must unused paid sick leave be carried over year to year?

A: Yes but there is a cap on usage – 40 hours or 24 hours depending on the number of employees.

Q: What can paid sick leave be used for?

A: An employee's own health condition; care for an employee's family member's illness; closure of a facility due to communicable disease; absence due to domestic or sexual violence or abuse.

Q: Does the employer need written policies about use of paid sick leave?

A: Yes.

Q: Does the employer have to post a notice?

A: Yes.

Q: Does the law prevent retaliation?

A: Yes and the definition of retaliation includes multiple types of adverse employment actions in addition to termination.