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# UNDERSTANDING PTO POLICIES

Paid time off is one of the trickiest policies to get right. Compare your options and choose the approach that fits your team.

DATE	TIME	WHERE	COST
Friday, September 11, 2026	12:00 PM PT	Live on Zoom	Free

## What we'll cover

01

### WA Paid Sick Leave

What the Washington Paid Sick Leave Act requires.

02

### Accrual models

The tenure-based vacation accrual model explained.

03

### 4 PTO options

Four policy options compared side by side.

04

### Cost vs. perception

Admin burden, financial impact, and employee perception.

*Taught by Teah Delfino, People Operations Leader.*

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seats are limited.



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