

B I L L

No. 614

An Act to Provide Support to Survivors of Domestic Violence

(Assented to _____)

Preamble

WHEREAS Saskatchewan has the highest rate of domestic violence by intimate partners amongst all Canadian provinces;

WHEREAS citizens of Saskatchewan are concerned at the lack of support for survivors of domestic violence;

WHEREAS financial stability and a supportive work environment are vital for any survivor of domestic violence;

WHEREAS Ontario, Manitoba, Alberta, New Brunswick, Newfoundland and Labrador, the Federal Government and other provinces have enacted progressive and supportive legislation that supports survivors escaping circumstances of domestic violence;

THEREFORE HER MAJESTY, by and with the advice and consent of the Legislative Assembly of Saskatchewan, enacts as follows:

Short title

1 This Act may be cited as *The Saskatchewan Employment (Support for Survivors of Domestic Violence) Amendment Act, 2018*.

S.S. 2013, c. S-15.1 amended

2 *The Saskatchewan Employment Act* S.S. 2013, c. S-15.1 is amended in the manner set forth in this Act.

New section 256

3 **The following is added after 256.1(3):**

“Paid Leave

(3.1) Up to 5 days of leave taken under this section in a 52-week period is paid leave, provided that when giving notice under this subdivision the employee notifies the employer which days, if any, are to be paid leave.

Amount of pay

(3.2) The amount an employer must pay an employee for a paid day of leave under this subdivision must not be less than:

- (a) the wage the employee would have been paid had the employee worked his or her regular hours of work on the day of leave; or
- (b) 5% of the employee's total wages, excluding overtime, for the four-week period immediately preceding the day of the leave if:
 - (i) the number of hours worked by the employee in a normal workday varies from day to day; or
 - (ii) the employee's wage for regular hours of work varies from day to day.

Employer's option re paid leave

(3.3) Unless a collective agreement or otherwise provides and despite Division 2, an employer who provides paid sick leave benefits or other paid leave benefits that are greater than the minimum required by this Division may require that an employee use those benefits for paid days of leave under this subdivision.

Employee must provide verification for paid leave

(3.4) An employee who takes a paid leave under this Division must provide the employer with reasonable verification of the necessity of the leave that meets the requirements, if any, specified by regulation”.

Section 256 is amended

4 Subsection 256.1(6) is amended by adding “and subsection (3.1)” after “clause (5)(b)”.

Coming into force

5 This Act comes into force on Assent.

THIRD SESSION

Twenty-eighth Legislature

SASKATCHEWAN

B I L L

No. 614

An Act to Provide Support to Survivors of Domestic Violence

Received and read the

First time

Second time

Third time

And Passed

Ms. Nicole Sarauer
