

B I L L

No. 603

An Act to amend *The Saskatchewan Employment Act* to provide for Paid Sick Leave

(Assented to _____)

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

Short title

1 *The Saskatchewan Employment (Paid Sick Leave) Amendment Act, 2021.*

SS 2013, c.S-15.1 amended

2 *The Saskatchewan Employment Act* is amended in the manner set forth in this Act.

Section 2-14 amended

3 **The following is added after section 2-40:**

“Paid Sick Leave

2-40.1(1) This section applies to employers and employees for the purpose of requiring employers to provide employees with paid sick leave of not more than:

- (a) 10 days of paid leave in a 52 week period; or
- (b) 14 days of paid leave in a 52 week period when a state of emergency related to a communicable disease has been declared pursuant to subsection 17(1) of *The Emergency Planning Act*.

(2) For the purposes of calculating pay pursuant to subsection 1, the paid leave is equal to:

- (a) the wage the employee would have been paid had the employee worked regular hours on the first day of the leave; or
- (b) 5% of the employee’s total wages, not including overtime, in the four weeks preceding the first 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.

(3) An employer must ensure that an employee does not lose any earnings or other benefits as a result of taking a leave pursuant to this section”.

Coming into force

4 This Act comes into force on Assent.

FIRST SESSION

Twenty-ninth Legislature

SASKATCHEWAN

BILL

No. 603

An Act to amend *The Saskatchewan Employment Act* to provide
for Paid Sick Leave

Received and read the

First time

Second time

Third time

And Passed

Ms. Jennifer Bowes

REGINA SASKATCHEWAN
Printed under the authority of
The Speaker of the Legislative Assembly
of Saskatchewan
2021