

# B I L L

No. 606

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 Days) 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 less 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.

SECOND SESSION

# Twenty-ninth Legislature

SASKATCHEWAN

---

## BILL

No. 606

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