

# BILL

No. 613

An Act to amend *The Saskatchewan Employment Act*  
to provide for a Fairer Workplace and Better Jobs

(Assented to \_\_\_\_\_)

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

## Short title

1 *The Saskatchewan Employment (Fairer Workplace, Better Jobs) Amendment Act, 2023.*

## S.S. 2013 c.S-15.1 amended

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

## Section 1-2 amended

3 **Section 1-2 of is amended by adding the following subsections after subsection 1-2(2):**

“(3) Notwithstanding any provision in this or any other Act, no regulation or Minister’s Order may be made to reduce the minimum wages amount set out in *The Saskatchewan Employment (Fairer Workplace, Better Jobs) Amendment Act, 2023.*

(4) Any regulation or Minister’s Order made before the coming into force of this Act that reduces the minimum wage amounts set out in *The Saskatchewan Employment (Fairer Workplace, Better Jobs) Amendment Act, 2023* are of no force or effect”.

## Subsection 2-16 amended

4 **Subsection 2-16(1) is amended by adding the following clause after clause 2-16(1)(b):**

“(c) a wage that is not less than \$15 per hour on and after January 1, 2024”.

## New Section 2-40.1

5 **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”.

**New section 2-63.1**

**6 The following is added after section 2-63:**

**“Non-Disclosure Agreement Limitations**

**2-63.1(1)** In this section:

(a) **“complainant”** means a person who has, or alleges to have, experienced harassment or discrimination;

(b) **“discrimination”** means discrimination as defined in *The Saskatchewan Human Rights Code, 2018*;

(c) **“harassment”** means:

(i) any course of abusive or unwelcome conduct or comment that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to a person;

(ii) a series of objectionable and unwelcome sexual solicitations or advances;

(iii) unwanted physical contact;

(iv) a sexual solicitation or advance made by a person who is in a position to confer any benefit on, or deny any benefit to, the recipient of the solicitation or advance if the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome; or

(v) a reprisal or threat of reprisal for rejecting a sexual solicitation or advance;

(d) **“non-disclosure agreement”** means an agreement between a complainant and a respondent that prohibits or restricts a complainant from disclosing:

(i) information concerning harassment or discrimination, or alleged harassment or discrimination, that the complainant experienced; or

(ii) material information about the circumstances of a dispute between them concerning allegations of harassment or discrimination that are unlawful under an enactment or an Act of the Parliament of Canada;

(e) **“non-disparagement agreement”** means, for certainty, "non-disclosure agreement" if the purpose or effect of the agreement is to conceal details about harassment or discrimination, or alleged harassment or discrimination, that a complainant experienced;

(f) **“respondent”** means, as the case may be:

(i) a person who committed or is alleged to have committed harassment or discrimination against the complainant; or

(ii) a responsible party;

(g) **“responsible party”** means a person who has a legal obligation to take reasonable steps to terminate harassment and discrimination in the place where harassment or discrimination occurred or is alleged to have occurred;

(h) **“settlement agreement”** means an agreement between two or more parties that disposes of one or more issues in dispute between the parties in relation to allegations of harassment or discrimination.

(2) A responsible party must not enter into an agreement with a person who committed or is alleged to have committed harassment or discrimination for the purpose of preventing or interfering with a lawful investigation into a complaint of harassment or discrimination.

(3) If a responsible party enters into an agreement contrary to subsection (2), any provision of the agreement that has the effect of preventing or interfering with a lawful investigation into a complaint of harassment or discrimination is invalid and unenforceable.

(4) A non-disclosure agreement must use language that is clear and understandable.

(5) To the extent that a provision of a non-disclosure agreement prohibits or restricts a complainant from disclosing information concerning harassment or discrimination, or alleged harassment or discrimination, the provision is invalid and unenforceable unless:

(a) it was the expressed wish and preference of the complainant to enter into the non-disclosure agreement;

(b) the complainant had a reasonable opportunity to receive independent legal advice, including advice about:

(i) entering into the agreement; and

(ii) the terms and conditions of the agreement;

(c) there were no attempts to influence the complainant in respect of the decision to enter into the agreement;

(d) the complainant's compliance with the agreement will not adversely affect:

(i) the health or safety of a third party; or

(ii) the public interest;

(e) the agreement includes an opportunity for the complainant to waive, by following a process set out in the agreement, the provisions of the agreement that prohibit or restrict the disclosure of information about harassment or discrimination or alleged harassment or discrimination; and

(f) the agreement is of a set and limited duration.

(6) Subsections (2), (3), (4) and (5) do not apply to a non-disclosure agreement that was entered into before this Act comes into force.

(7) A provision of a non-disclosure agreement is invalid and unenforceable to the extent that it prohibits or restricts:

(a) a party to the agreement from disclosing information protected or required under *The Employment Act*, *The Human Rights Code*, *The Occupational Health and Safety Act*, or any disclosure protected or required under another enactment or an Act of Parliament;

(b) the complainant from engaging in artistic expression that does not identify:

(i) another party to the agreement; or

(ii) the terms of the agreement; or

(c) the complainant from communicating information concerning the harassment or discrimination, or the alleged harassment or discrimination, to:

(i) a person whose duties include the enforcement of an enactment or an Act of Parliament, with respect to a matter within the person's power to investigate;

(ii) a person authorized to practice law in Canada;

(iii) a physician, psychologist or psychological associate, registered nurse or nurse practitioner, or registered social worker, authorized to practice in Canada;

(iv) a person who provides victim services under *The Victims of Crime Act*;

(v) a community elder, spiritual counsellor or counsellor who is providing culturally specific services to the complainant;

(vi) the Ombudsman;

(vii) The Public Interest Disclosure Commissioner;

(viii) the Advocate for Children and Youth;

(ix) a friend, a family member or personal supporter as specified or approved in the non-disclosure agreement;

(x) a person or class of persons specified in the regulations.

(8) A provision of a non-disclosure agreement arising from a complainant's previous employment is invalid and unenforceable to the extent that it prohibits or restricts the complainant from disclosing that they entered a non-disclosure agreement in respect of their previous employment if the complainant:

(a) does not disclose the particulars of the harassment or discrimination that occurred or is alleged to have occurred during their previous employment; and

(b) makes the disclosure as part of providing information about their employment history for the purposes of obtaining new employment.

(9) Except as provided in subsection (10), this Act does not apply to a provision in a non-disclosure agreement prohibiting or restricting the disclosure of an amount paid to the complainant.

(10) Despite any of its terms, a non-disclosure agreement does not prohibit a complainant from disclosing the amount they were paid to a person identified in clause (7)(c).

(11) A respondent who contravenes this Act is guilty of an offence and is liable on summary conviction to a fine of not less than \$2000 and not more than \$10,000.

(12) The Lieutenant Governor in Council may make regulations:

(a) defining terms used but not defined in this Act;

(b) respecting any matter that the Lieutenant Governor in Council considers necessary or advisable to carry out the intent and purpose of this Act; and

(c) prescribing persons or classes of persons for the purpose of subclause (7)(c)(x)".

**New section 3-21.2**

**7 The following is added after section 3-21.1:**

**“Workplace Harassment and Violence Prevention**

**3-21.2(1) In this section:**

(a) **“applicable partner”** means either a workplace policy committee or, if there is no policy committee, as a reference to the workplace committee or the health and safety representative;

(b) **“designated recipient”** means a work unit in a workplace or person that is designated by an employer pursuant to clause (16)(e);

(c) **“occurrence”** means an occurrence of harassment or violence in the workplace;

(d) **“principal party”** means an employee or employer who is the object of an occurrence;

(e) **“responding party”** means the person who is alleged to have been responsible for the occurrence in notice of an occurrence pursuant to subsection (19);

(f) **“witness”** means a person who witnessed an occurrence or is informed of an occurrence by the principal party or responding party.

(2) An employer and the applicable partner must jointly:

(a) carry out a workplace assessment that consists of the identification of risk factors pursuant to subsection (7) and the development and implementation of preventive measures pursuant to subsection (8);

(b) monitor the accuracy of the workplace assessment and, if necessary, update it in order to reflect a change to the information set out in the assessment, including:

(i) a change to the risk factors identified pursuant to subsection (7); and

(ii) a change that compromises the effectiveness of a preventive measure developed and implemented pursuant to subsection (8);

(c) review the workplace assessment every three years and, if necessary, update it.

(3) An employer and the occupational health committee or the occupational health and safety representative must jointly review and, if necessary, update the workplace assessment if notice of an occurrence is provided pursuant to subsection (19) and:

(a) the occurrence is not resolved pursuant to subsection (30) or (31) and the principal party ends the resolution process pursuant to subsection (25); or

(b) the responding party is not an employee or the employer.

(4) A review conducted pursuant to subsection (3) must take into account the circumstances of the occurrence.

(5) If a review and update are being conducted pursuant to subsection (3) and notice is provided pursuant to subsection (19) of another occurrence that involves substantially the same matters and for which a review and update are also required pursuant to subsection (3), those occurrences may be addressed together in the same review and update.

(6) An employer must ensure that each individual who is directed by the employer to identify the risk factors referred to in subsection (7), or to develop and implement the preventive measures referred to in subsection (8), is qualified to do so by virtue of their training, education or experience.

(7) An employer and the applicable partner must jointly identify the risk factors, internal and external to the workplace, that contribute to harassment and violence in the workplace, taking into account:

- (a) the culture, conditions, activities and organizational structure of the workplace;
- (b) circumstances external to the workplace, such as family violence, that could give rise to harassment and violence in the workplace;
- (c) any reports, records and data that are related to harassment and violence in the workplace;
- (d) the physical design of the workplace; and
- (e) the measures that are in place to protect psychological health and safety in the workplace.

(8) Within six months after the risk factors are identified pursuant to subsection (7), an employer and the applicable partner must jointly:

- (a) develop preventive measures that, to the extent feasible:
  - (i) mitigate the risk of harassment and violence in the workplace; and
  - (ii) neither create nor increase the risk of harassment and violence in the workplace;
- (b) develop an implementation plan for the preventive measures; and
- (c) implement the preventive measures in accordance with the implementation plan.

(9) An employer and the applicable partner must jointly develop a workplace harassment and violence prevention policy.

(10) The policy must contain the following elements:

- (a) the employer's mission statement regarding the prevention of and protection against harassment and violence in the workplace;
- (b) a description of the respective roles of the employer, designated recipient, employees, policy committee, workplace committee and health and safety representative in relation to harassment and violence in the workplace;
- (c) a description of the risk factors, internal and external to the workplace, that contribute to workplace harassment and violence;
- (d) a summary of the training that will be provided regarding workplace harassment and violence;
- (e) a summary of the resolution process, including:
  - (i) the name or identity of the designated recipient; and

- (ii) the manner in which a principal party or witness may provide the employer or the designated recipient with notice of an occurrence;
  - (f) the reasons for which a review and update of the workplace assessment must be conducted pursuant to subsection (3);
  - (g) a summary of the emergency procedures that must be implemented when an occurrence poses an immediate danger to the health and safety of an employee or when there is a threat of such an occurrence;
  - (h) a description of:
    - (i) the manner in which the employer will protect the privacy of persons who are involved in an occurrence or in the resolution process for an occurrence pursuant to this section;
    - (ii) any recourse, in addition to any pursuant to the Regulations or this Act, that may be available to persons who are involved in an occurrence;
    - (iii) the support measures that are available to employees; and
    - (iv) the name of the person who is designated to receive a complaint.
- (11) An employer must make the policy available to all employees.
- (12) An employer and the applicable partner must jointly:
- (a) review and, if necessary, update the policy at least once every three years and following any change to an element of the policy;
  - (b) develop emergency procedures that are to be implemented if:
    - (i) an occurrence poses an immediate danger to the health and safety of an employee; or
    - (ii) there is a threat of an occurrence referred to in subclause (i).
- (13) An employer must make the emergency procedures available to all employees.
- (14) After every implementation of the emergency procedures pursuant to clause (12)(b), an employer and the applicable partner must jointly review and, if necessary, update the procedures.
- (15) An employer and the applicable partner must jointly develop or identify the training on workplace harassment and violence that is to be provided to employees, the employer and the designated recipient.
- (16) The training must be specific to the culture, conditions and activities of the workplace and include the following elements:
- (a) the elements of the workplace harassment and violence prevention policy;

- (b) a description of the relationship between workplace harassment and violence and the prohibited grounds of discrimination defined in subsection 2(1) of *The Saskatchewan Human Rights Code, 2018*; and
  - (c) a description of how to recognize, minimize, prevent and respond to workplace harassment and violence.
- (17) An employer and the applicable partner must jointly review and, if necessary, update the training at least once every three years and following any change to an element of the training.
- (18) An employer must:
- (a) ensure that an employee is provided with the training:
    - (i) within three months after the day on which their employment begins or, in the case of an employee whose employment began before the day on which this section comes into force, within one year after the day on which this section comes into force;
    - (ii) at least once every three years after that; and
    - (iii) following any update to the training pursuant to subsection (17) or their assignment to a new activity or role for which there is an increased or specific risk of workplace harassment and violence;
  - (b) ensure that the designated recipient is provided with the training before assuming their duties pursuant to this section and at least once every three years after that;
  - (c) undergo the training within one year after the day on which this section comes into force and at least once every three years after that;
  - (d) make available to their employees any information respecting the medical, psychological or other support services that are available within their geographical area;
  - (e) designate a person or work unit as the designated recipient to whom notice of an occurrence may be provided.
- (19) Subject to subsections (20) and (21), a principal party or witness may, in writing or orally, provide an employer or the designated recipient with notice of an occurrence.
- (20) Notice must not be provided in respect of an occurrence if:
- (a) the responding party is neither the employer nor an employee;
  - (b) exposure to harassment and violence is a normal condition of the principal party's work; and
  - (c) the employer has measures in place to address that workplace harassment and violence.
- (21) If the principal party or the responding party is the employer, the notice must be provided to the designated recipient.
- (22) A witness may provide notice of an occurrence anonymously.

(23) Notice of an occurrence must contain the following information:

- (a) the name of the principal party and the responding party, if known
- (b) the date of the occurrence; and
- (c) a detailed description of the occurrence.

(24) For the purposes of subsections (25) to (30), (35), (38) and (45), a reference to “employer or designated recipient” is a reference to the person to whom notice of the occurrence was provided pursuant to subsection (19).

(25) The principal party may end the resolution process at any time by informing an employer or designated recipient that they choose not to continue with the process.

(26) An employer or designated recipient must:

- (a) conduct an initial review of every notice of an occurrence;
- (b) within seven days after the day on which notice of an occurrence is provided, contact the principal party to inform them:
  - (i) that their notice has been received or that they have been named or identified as the principal party in notice provided by a witness, as the case may be;
  - (ii) of the manner in which the workplace harassment and violence prevention policy is accessed;
  - (iii) of each step of the resolution process; and
  - (iv) that they may be represented during the resolution process.

(27) Following the initial review, the occurrence is deemed to be resolved if the notice does not contain the name of the principal party or otherwise allow their identity to be determined.

(28) If notice of an occurrence is provided by a witness who is not anonymous, an employer or designated recipient must, within seven days after the day on which the notice is provided, contact the witness to confirm that notice was received.

(29) On the first occasion that an employer or designated recipient contacts the responding party regarding the occurrence, they must inform them:

- (a) that they have been named or identified as the responding party in the notice of an occurrence;
- (b) of the manner in which the workplace harassment and violence prevention policy is accessed;

(c) of each step of the resolution process; and

(d) that they may be represented during the resolution process.

(30) An employer or designated recipient, the principal party and, if contacted pursuant to subsection (29), the responding party, must make every reasonable effort to resolve an occurrence for which notice is provided pursuant to subsection (19) and those efforts must begin no later than 45 days after the day on which that notice is provided. However, if the occurrence is also investigated, it cannot be resolved pursuant to this section after the investigator has provided their report pursuant to subsection (39).

(31) For the purposes of subsection (30):

(a) the reasonable effort includes a review by the principal party and the employer or designated recipient to determine whether the notice of occurrence provided pursuant to subsection (19) describes an action, conduct or comment that constitutes violence and harassment as defined in subsection 3-1(1)(l) of this Act;

(b) resolution of the occurrence includes, but is not limited to, a joint determination by the principal party and the employer or designated recipient that the notice of occurrence provided pursuant to subsection (19) does not describe an action, conduct or comment that constitutes violence and harassment as defined in clause 3-1(1)(l) of this Act.

(32) The principal party and the responding party may attempt to resolve an occurrence for which notice is provided pursuant to subsection (19) by conciliation if they agree to conciliation and on a person to facilitate it. However, if the occurrence is also investigated, it cannot be resolved by conciliation after the investigator has provided their report pursuant to subsection (39).

(33) Subject to subsections (34):

(a) if an occurrence is not resolved pursuant to subsections (30), (31) or (32), an investigation of the occurrence must be carried out if the principal party requests it;

(b) an employer or designated recipient must select one of the following persons to act as the investigator:

(i) in the case where the employer and the applicable partner have jointly developed or identified a list of persons who may act as an investigator, a person from that list; and

(ii) in any other case:

A. a person that is agreed to by the employer or designated recipient, the principal party and the responding party; or

B. if there is no agreement within 60 days after the day on which the notice is provided pursuant to subsection (35), a person from among those whom the director of occupational health and safety identifies as having the knowledge, training and experience referred to in subsection (36).

(34) If the occurrence being investigated is resolved pursuant to subsection (30), (31) or (32) before the investigator has provided their report pursuant to subsection (39), the investigation must be discontinued.

(35) An employer or the designated recipient:

(a) must provide the principal party and the responding party with notice that an investigation is to be carried out;

(b) select a person to act as the investigator only if the person:

(i) possesses the knowledge, training and experience referred to in subsection (36); and

(ii) provides the employer or designated recipient, principal party and responding party with a written statement indicating that the person is not in a conflict of interest in respect of the occurrence.

(36) For the purposes of this section, an investigator must:

(a) be trained in investigative techniques;

(b) have knowledge, training and experience that are relevant to harassment and violence in the workplace; and

(c) have knowledge of the Act, *The Saskatchewan Human Rights Code, 2018* and any other legislation that is relevant to harassment and violence in the workplace.

(37) A person or party referred to in subparagraph (33)(b)(ii)(A) who proposes that a person act as the investigator must provide the other persons and parties referred to in that subparagraph with the following information about the proposed investigator:

(a) their name;

(b) if they are an employee of the employer, their job title and the name of their immediate supervisor;

(c) a description of their knowledge, training and experience demonstrating that they meet the requirements of subsection (36); and

(d) a description of any experience that they have which is relevant to the nature of the occurrence that is to be investigated.

(38) An employer or the designated recipient must provide the investigator with all information that is relevant to the investigation.

(39) An investigator's report regarding an occurrence must:

(a) set out the following information:

(i) a general description of the occurrence;

(ii) their conclusions, including those related to the circumstances in the workplace that contributed to the occurrence; and

- (iii) their recommendations to eliminate or minimize the risk of a similar occurrence;
  - (b) must not reveal, directly or indirectly, the identity of persons who are involved in an occurrence or the resolution process for an occurrence pursuant to this section.
- (40) An employer must provide a copy of the investigator's report to the principal party, responding party, the workplace committee or health and safety representative and, if they were provided with notice pursuant to subsection (19), the designated recipient.
- (41) An employer and the workplace committee or the health and safety representative must:
  - (a) jointly determine which of the recommendations set out in the report are to be implemented;
  - (b) The employer must implement all recommendations that are determined pursuant to clause (a).
- (42) The resolution process for an occurrence is completed when:
  - (a) if a workplace assessment is required pursuant to subsection (3), the review and, if necessary, update of the assessment are carried out;
  - (b) the occurrence is resolved pursuant to subsection (27) or pursuant to subsections (30), (31) or (32);
  - (c) if an investigator has provided a report in accordance with subsection (39), the employer implements the recommendations referred to in clause (41)(b).
- (43) Subject to subsection (44), an employer must ensure that the resolution process is completed within one year after the day on which notice of the occurrence is provided pursuant to subsection (19).
- (44) If the principal party or responding party is temporarily absent from work for more than 90 consecutive days after the day on which notice of the occurrence is provided pursuant to subsection (19), the employer must ensure that the resolution process is completed within the later of:
  - (a) one year after the day on which notice of the occurrence is provided pursuant to subsection (19); and
  - (b) six months after the day on which the party returns to work.
- (45) For every occurrence for which notice is provided pursuant to subsection (19), an employer or designated recipient must provide monthly updates regarding the status of the resolution process to:
  - (a) the principal party, beginning on the first month after the month in which the notice is provided and ending on the month in which the resolution process is completed; and
  - (b) the responding party, beginning on the first month after the month in which the responding party is first contacted by the employer or designated recipient concerning the occurrence and ending on the month in which the resolution process is completed.

(46) An employer must:

(a) keep the following health and safety records:

(i) the workplace harassment and violence prevention policy;

(ii) a copy of the documents that form part of the workplace assessment;

(iii) a copy of the documents that form part of each review and update of the workplace assessment;

(iv) for each instance where the employer and the policy committee, the workplace committee or the health and safety representative are unable to agree on a matter that is required by this section to be jointly done by them, a record of the employer's decision in that matter and the reasons for that decision;

(v) a record of each notice provided pursuant to subsection (19) and of each action taken in response to the notice;

(vi) for each instance where a time limit set out in subsection (30) is not met, a document that sets out the reason for the delay;

(vii) a copy of each report that is prepared by an investigator pursuant to subsection (39);

(viii) a copy of each annual report; and

(ix) a copy of each fatality report provided pursuant to subsection (48);

(b) keep the records referred to in subclauses (iii) to (ix) for a period of 10 years.

(47) On or before March 1 of each year, an employer must provide the director of occupational health and safety with an annual report that sets out:

(a) their name or business name;

(b) their business number, as defined in subsection 248(1) of the *Income Tax Act (Canada)*;

(c) the name of a person who can be contacted in respect of the report; and

(d) the following information respecting the occurrences for which notice was provided pursuant to subsection (19) in the preceding calendar year:

(i) the total number of occurrences;

(ii) the number of occurrences that were related, respectively, to sexual harassment and violence and non-sexual harassment and violence;

- (iii) the number of occurrences that resulted in the death of an employee;
  - (iv) if known, the number of occurrences that fell pursuant to each prohibited ground of discrimination defined in subsection 2(1) of *The Saskatchewan Human Rights Code, 2018*;
  - (v) the locations where the occurrences took place, specifying the total number of occurrences that took place in each location;
  - (vi) the types of professional relationships that existed between the principal and responding parties, specifying the total number for each type;
  - (vii) the means set out in subsection (29) by which resolution processes were completed and, for each of those means, the number of occurrences involved; and
  - (viii) the average time, expressed in months, that it took to complete the resolution process for an occurrence.
- (48) If an occurrence results in the death of an employee, an employer must report the occurrence to the director of occupational health and safety within 24 hours after becoming aware of the employee's death.
- (49) The report must set out the following information:
- (a) the employer's name or business name;
  - (b) the employer's business number, as defined in subsection 248(1) of the *Income Tax Act (Canada)*;
  - (c) a general description of the occurrence;
  - (d) the date and time of the occurrence; and
  - (e) the name of a person who can be contacted in respect of the report.
- (50) If an employer and the policy committee, the workplace committee or the health and safety representative are unable to agree on any matter that is required by this section to be done jointly by them, the parties shall have recourse to a third-party arbitrator”.

**Coming into force**

8 This Act comes into force on Assent.

FOURTH SESSION

# Twenty-ninth Legislature

SASKATCHEWAN

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## **BILL**

No. 613

*The Saskatchewan Employment (Fairer Workplace, Better Jobs)  
Amendment Act, 2023*

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Received and read the

First time

Second time

Third time

And Passed

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Ms. Nicole Sarauer

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Printed under the authority of  
The Speaker of the Legislative Assembly  
of Saskatchewan  
2023