

BILL

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.

