

S.F. No. 34 – Earned Sick & Safe Time, 2nd Engrossment (Judiciary Provisions Only)

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Date: January 27, 2023

S.F. 34 establishes earned sick and safe time requirements for employers and employees. This bill summary addresses only the provisions within the jurisdiction of the Judiciary & Public Safety Committee and additional provisions that may provide helpful context for the committee.

Article 1 – Earned Sick & Safe Time

Sections 3 to 6 provide the legal framework for earned sick and safe time use. **Section 3** defines relevant terms, including “employer” and “employee.” **Sections 4 and 5** prohibit the employer from engaging in certain conduct, including retaliation or discrimination for earned sick and safe time use. **Section 5, subdivision 12** requires the employer to maintain the confidentiality of information or documentation submitted by the employee for purposes of using earned sick and safe time leave.

Article 2 - Enforcement

This article provides the enforcement mechanisms for violations of the sections governing earned sick and safe time leave. **Sections 1 and 3** increase civil penalties. **Section 4, subdivision 3** provides a statute of limitation of three years for a private action. **Section 4, subdivision 6** prohibits an employer knowingly contracting with an entity that has violated this section within the last two years and not cured their noncompliance. **Section 5** authorizes a private right of action for violations of **Article 1, sections 3 to 6**.

Article 3 – Appropriations

Section 1, paragraph (h) includes an appropriation to the judicial branch.