

CLSB205.001

FIRST REPORT OF FIRST CONFERENCE COMMITTEE
ON SB20-205

THIS REPORT AMENDS THE
REREVISED BILL

To the President of the Senate and the
Speaker of the House of Representatives:

Your first conference committee appointed on SB20-205, concerning the requirement that employers offer sick leave to their employees, and, in connection therewith, making an appropriation, has met and reports that it has agreed upon the following:

1. That the Senate accede to the House amendments made to the bill, as the amendments appear in the rerevised bill, with the following changes:

Amend rerevised bill, page 4, lines 8 and 9, strike "GOVERNMENT OR AN EMPLOYER WITH FIFTEEN OR FEWER EMPLOYEES." and substitute "GOVERNMENT."

Page 5, line 1, strike "FOR PURPOSES OF" and substitute "AS USED IN".

Page 5, line 4, after "ON" insert "A".

Page 6, line 26, after "(1)" insert "(a)".

Page 7, strike lines 2 through 4 and substitute:

"(b) EFFECTIVE JANUARY 1, 2021, EACH EMPLOYER WITH SIXTEEN OR MORE EMPLOYEES SHALL PROVIDE EACH EMPLOYEE PAID SICK LEAVE AS PROVIDED IN THIS SECTION. THIS SUBSECTION (1)(b) IS REPEALED, EFFECTIVE JANUARY 1, 2022.

(c) EFFECTIVE JANUARY 1, 2022, EACH EMPLOYER SHALL PROVIDE EACH EMPLOYEE PAID SICK LEAVE AS PROVIDED IN THIS SECTION.

(2) (a) EACH EMPLOYEE EARNS AT LEAST ONE HOUR OF PAID SICK LEAVE FOR".

Page 12, strike lines 6 through 10 and substitute "A PURPOSE AUTHORIZED BY THIS PART 4."

Page 21, strike line 1 and substitute:

"(b) (I) BEGINNING JANUARY 1, 2021, AN EMPLOYER WITH SIXTEEN OR MORE EMPLOYEES WHO VIOLATES THIS"

Page 21, line 3, after the period add "THIS SUBSECTION (4)(b)(I) IS REPEALED, EFFECTIVE JANUARY 1, 2022.

(II) BEGINNING JANUARY 1, 2022, AN EMPLOYER WHO VIOLATES THIS PART 4 IS LIABLE FOR BACK PAY AND ANY OTHER RELIEF AS PROVIDED BY SECTION 8-5-104 (2)(a) AND (2)(b)."

2. That, under the authority granted the committee to consider matters not at issue between the two houses, the following amendments be recommended:

Amend rerevised bill, page 23, line 18, after "(1)" insert "(a)".

Page 24, line 3, strike "(2)" and substitute "(b)".

Page 24, line 5, strike "(1)" and substitute "(1)(a)".

Page 24, after line 9 insert:

"(2) THIS PART 4 DOES NOT APPLY TO EMPLOYEES COVERED BY A BONA FIDE COLLECTIVE BARGAINING AGREEMENT IN EFFECT ON THE EFFECTIVE DATE OF THIS PART 4 IF THE COLLECTIVE BARGAINING AGREEMENT PROVIDES FOR EQUIVALENT OR MORE GENEROUS PAID SICK LEAVE FOR THE EMPLOYEES COVERED BY THE COLLECTIVE BARGAINING AGREEMENT.

(3) FOR EMPLOYEES COVERED BY A BONA FIDE COLLECTIVE BARGAINING AGREEMENT THAT IS INITIALLY NEGOTIATED OR NEGOTIATED FOR THE NEXT COLLECTIVE BARGAINING AGREEMENT AFTER THE EFFECTIVE DATE OF THIS PART 4, THIS PART 4 DOES NOT APPLY TO SUCH EMPLOYEES IF THE REQUIREMENTS OF THIS PART 4 ARE EXPRESSLY WAIVED

IN THE COLLECTIVE BARGAINING AGREEMENT AND THE COLLECTIVE BARGAINING AGREEMENT PROVIDES FOR EQUIVALENT OR MORE GENEROUS PAID SICK LEAVE FOR THE EMPLOYEES COVERED BY THE COLLECTIVE BARGAINING AGREEMENT."