

House File 275 - Introduced

HOUSE FILE 275

BY ANDERSON

A BILL FOR

1 An Act requiring minimum paid sick and safe time for employees,
2 providing a penalty, and including applicability provisions.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. 91F.1 Title.

2 This chapter shall be known and may be cited as the "*Healthy*
3 *and Safe Family and Workplace Act*".

4 Sec. 2. NEW SECTION. 91F.2 Public policy.

5 It is the public policy of this state to protect public
6 health and safety and to promote the general welfare of its
7 citizens. To accomplish this, the state supports employers'
8 efforts to encourage employees to work when they are healthy
9 and protects the basic workplace rights of workers to safeguard
10 public health by remaining home when they are ill.

11 Sec. 3. NEW SECTION. 91F.3 Definitions.

12 1. "*Commissioner*" means the labor commissioner appointed
13 pursuant to section 91.2, or the commissioner's designee.

14 2. "*Domestic abuse*" includes domestic abuse as defined in
15 section 236.2 and domestic abuse assault as defined in section
16 708.2A.

17 3. "*Employee*" means an employee as defined in the federal
18 Fair Labor Standards Act of 1938, 29 U.S.C. §201 et seq., as
19 amended, who is employed in this state for compensation.

20 4. "*Employer*" means any person who employs an employee for
21 compensation in this state.

22 5. "*Family member*" means any individual related to an
23 employee by consanguinity or affinity including the following:

24 a. An employee's spouse or domestic partner.

25 b. A child or stepchild; foster child; legal ward; a child
26 of a domestic partner; or a child to whom the employee stands
27 in loco parentis.

28 c. A parent or stepparent; foster parent; legal guardian;
29 or a person who stood in loco parentis to the employee when the
30 employee was a minor child.

31 d. A grandparent or spouse or domestic partner of a
32 grandparent.

33 e. A grandchild, stepgrandchild, or foster grandchild.

34 f. A sibling or stepsibling; foster sibling; or spouse or
35 domestic partner of a sibling, stepsibling, or foster sibling.

1 *g.* An aunt or uncle.

2 *h.* Any other individual related to the employee by
3 consanguinity or affinity or whose close association with the
4 employee is the equivalent of a familial relationship.

5 6. "*Health care professional*" means a person licensed to
6 provide medical care, mental health care, or dentistry by the
7 state of Iowa.

8 7. "*Other violent crime*" means a crime causing, meant to
9 cause, or threatening to cause personal injury to a person.

10 8. "*Retaliatory personnel action*" means discharge,
11 suspension, demotion, unfavorable reassignment, refusal to
12 promote, disciplinary action, or any other adverse action taken
13 by an employer against an employee.

14 9. "*Sexual abuse*" includes sexual abuse as defined in
15 section 709.1 and incest pursuant to section 726.2.

16 10. "*Sick and safe time*" means time that is compensated
17 at the same hourly rate and with the same benefits, including
18 health care benefits, as the employee normally earns during
19 hours worked and is provided by an employer to an employee for
20 the purposes described in section 91F.5. In no instance shall
21 the hourly wage be less than that provided in section 91D.1.

22 11. "*Stalking*" means the same as described in section
23 708.11.

24 12. "*Victim*" or "*victim of crime*" means a victim of domestic
25 abuse, sexual abuse, stalking, other violent crime, or the
26 surviving family member of a murder victim.

27 Sec. 4. NEW SECTION. 91F.4 **Accrual — sick and safe time.**

28 1. An employee shall have the right to accrue and use sick
29 and safe time as provided in this chapter.

30 2. *a.* An employee shall accrue sick and safe time equal to
31 at least four percent of the hours worked for the first forty
32 hours worked.

33 *b.* An employee shall not accrue more than eighty-three hours
34 of sick and safe time in a calendar year, unless the employer
35 selects a higher accrual percentage or limit.

1 3. Employees who are exempt from overtime requirements
2 under section 13(a)(1) of the federal Fair Labor Standards Act
3 of 1938, 29 U.S.C. §213(a)(1), are deemed to work forty hours
4 in each work week for purposes of sick and safe time accrual
5 unless their normal work week is less than forty hours, in
6 which case sick and safe time accrues based upon that normal
7 work week.

8 4. Sick and safe time as provided in this section shall
9 begin to accrue upon the commencement of employment for new
10 employees hired on or after January 1, 2022, and for existing
11 employees beginning January 1, 2022.

12 5. An employee may use accrued sick and safe time beginning
13 on the twenty-first calendar day following commencement of the
14 employee's employment. On and after the twenty-first calendar
15 day of employment, an employee may use sick and safe time as it
16 accrues.

17 6. Accrued sick and safe time shall be carried over for one
18 calendar year or fiscal year, whichever the employer designates
19 as a work year, or longer if the employer sets a longer
20 carryover period, subject to the limit described in subsection
21 2, paragraph "b".

22 7. An employer with a leave policy that makes available
23 an amount of leave sufficient to meet the minimum accrual
24 requirements of this section, or a greater amount, that may
25 be used for the same purposes and under the same conditions
26 as sick and safe time under this chapter is not required to
27 provide additional sick and safe time beyond the employer's
28 existing leave policy.

29 8. Nothing in this section shall be construed as requiring
30 financial or other reimbursement to an employee from an
31 employer upon the employee's termination, resignation,
32 retirement, or other separation from employment for accrued
33 sick and safe time that has not been used.

34 9. a. If an employee is transferred to a separate division,
35 entity, or location, but remains employed by the same employer,

1 the employee is entitled to all sick and safe time previously
2 accrued, is entitled to use all accrued sick and safe time as
3 provided in this chapter, and shall continue to accrue sick and
4 safe time at the same rate or higher as before the transfer.

5 *b.* When there is a separation from employment and the
6 employee is rehired within six months of the separation by
7 the same employer, previously accrued sick and safe time not
8 used prior to the date of separation shall be reinstated. The
9 employee may use such accrued sick and safe time upon rehire,
10 and sick and safe time shall begin to accrue upon rehire.

11 10. At the employer's discretion, the employer may advance
12 sick and safe time to an employee ahead of accrual of such time
13 by the employee.

14 Sec. 5. NEW SECTION. 91F.5 Use of sick and safe time —
15 purposes — procedures.

16 1. Sick and safe time shall be provided to an employee by an
17 employer for the following purposes:

18 *a.* An employee's mental or physical illness, injury, or
19 health condition; an employee's need for medical diagnosis,
20 care, or treatment of a mental or physical illness, injury,
21 or health condition; an employee's need for preventive mental
22 health or medical care.

23 *b.* An employee's need to care for a family member with a
24 mental or physical illness, injury, or health condition; an
25 employee's need to care for a family member who needs medical
26 diagnosis, care, or treatment of a mental or physical illness,
27 injury, or health condition; an employee's need to care for a
28 family member who needs preventive mental health or medical
29 care.

30 *c.* (1) Closure of the employee's place of work by order of
31 a public official due to a public health emergency.

32 (2) An employee's need to care for a family member whose
33 school or place of care has been closed by order of a public
34 official due to a public health emergency.

35 (3) An employee's need to care for a family member when

1 public health authorities or a health care professional has
2 determined that the family member's presence in the community
3 jeopardizes the health of others because of the family member's
4 exposure to communicable disease, whether or not the family
5 member has actually contracted the communicable disease.

6 *d.* An employee's need to be absent from work due to having
7 been a victim of crime, provided the leave from work is to do
8 one or more of the following:

9 (1) Seek medical attention for the employee or family member
10 to recover from physical or psychological injury or disability
11 caused by having been a victim of crime.

12 (2) Obtain services or counseling from a victim services
13 organization, licensed social worker, marital and family
14 therapist, mental health counselor, psychologist, or
15 psychiatrist.

16 (3) Seek relocation or change of residence due to having
17 been a victim of crime.

18 (4) Take legal action, including reporting the crime to law
19 enforcement and preparing for or participating in any civil or
20 criminal legal proceeding related to or resulting from having
21 been a victim of crime.

22 *e.* An employee's need to attend a school conference or
23 function of the employee's child, foster child, or stepchild.
24 An employee shall use no more than twenty hours of sick and
25 safe time per calendar year or fiscal year, whichever the
26 employer designates as a work year, for this purpose.

27 2. Sick and safe time shall be allowed upon the written or
28 oral request of an employee. When possible, the employee shall
29 include the expected duration of the employee's absence in the
30 request.

31 3. When the use of sick and safe time is foreseeable, the
32 employee shall make a good faith effort to provide notice
33 of the need for such time to the employer in advance of the
34 use of the sick and safe time, and the employee shall make a
35 reasonable effort to schedule the use of sick and safe time in

1 a manner that does not unduly disrupt the operations of the
2 employer.

3 4. Accrued sick and safe time may be used in hourly
4 increments or in the smallest increment that the employer's
5 payroll system uses to account for absences or use of time.

6 5. *a.* For sick and safe time that extends more than
7 three consecutive days, an employer may require reasonable
8 documentation that the sick and safe time is for the purposes
9 described in subsection 1. Reasonable documentation shall
10 include but not be limited to the following:

11 (1) Documentation signed by a health care professional
12 indicating that sick time is necessary.

13 (2) A law enforcement form, document, or report; a court
14 order; or a statement from a victim and witness advocate
15 affirming that the employee is involved in legal action
16 relating to having been a victim of crime.

17 (3) A signed statement from a certified victim advocate
18 affirming that the employee is changing residences as a result
19 of having been a victim of crime.

20 (4) Documentation from the school including a school
21 calendar, a statement from a teacher, or other statement from
22 an appropriate school official.

23 *b.* An employer shall not require that the documentation
24 explain the nature of the health care or legal action that is
25 the reason for the use of sick and safe time or the details of
26 the domestic abuse, sexual abuse, stalking, or murder.

27 *c.* If an employer chooses to require documentation from
28 an employee for use of sick and safe time, the employer is
29 responsible for paying any costs charged to the employee by
30 a health care provider or other entity for providing the
31 specific documentation required by the employer. If the
32 employee has health insurance that covers any portion of the
33 costs of obtaining such documentation, the employer shall only
34 be responsible for paying costs that are not covered by the
35 employee's health insurance.

1 6. An employer shall not require as a condition of allowing
2 sick and safe time under this chapter that the employee search
3 for or find a replacement worker to cover the hours during
4 which the employee will be using sick and safe time.

5 Sec. 6. NEW SECTION. 91F.6 Exercise of rights —
6 retaliation prohibited.

7 1. An employer or any other person in the workplace shall
8 not interfere with, restrain, or deny the exercise of, or the
9 attempt to exercise, any right protected under this chapter.

10 2. An employer shall not take retaliatory personnel action
11 or discriminate against an employee because the employee has
12 exercised rights protected under this chapter. Such rights
13 include but are not limited to the following:

14 a. The right to use sick and safe time pursuant to this
15 chapter.

16 b. The right to file a complaint or inform any person about
17 any employer's alleged violation of this chapter.

18 c. The right to cooperate with the commissioner in any
19 investigation of alleged violations of this chapter.

20 d. The right to inform any person of the person's potential
21 rights under this chapter.

22 3. An employer's absence control policy shall not count
23 sick and safe time taken pursuant to this chapter as an absence
24 that may lead to or result in discipline, discharge, demotion,
25 suspension, unfavorable reassignment, refusal to promote, or
26 any other adverse action.

27 4. The protections of this section shall apply to any person
28 who mistakenly but in good faith alleges a violation of this
29 section.

30 5. There is a rebuttable presumption of retaliation under
31 this section whenever an employer takes adverse action against
32 an employee within ninety days of when that employee has done
33 any of the following:

34 a. Filed a complaint with the commissioner or a court
35 alleging a violation of any provision of this chapter.

1 *b.* Informed any person about an employer's alleged violation
2 of this chapter.

3 *c.* Cooperated with the commissioner or others in an
4 investigation or prosecution of any alleged violation of this
5 chapter.

6 *d.* Opposed any policy, practice, or act that is unlawful
7 under this chapter.

8 *e.* Informed any person of the person's potential rights
9 under this chapter.

10 Sec. 7. NEW SECTION. **91F.7 Notice and posting.**

11 1. An employer shall give notice to employees of the
12 following:

13 *a.* That employees are entitled to sick and safe time.

14 *b.* The accrual amounts of sick and safe time.

15 *c.* The terms of use of sick and safe time guaranteed under
16 this chapter.

17 *d.* The prohibition against retaliation against employees who
18 request or use sick and safe time.

19 *e.* Each employee has the right to file a complaint or
20 bring a civil action if sick and safe time as required by
21 this chapter is denied by the employer, or the employee is
22 retaliated against for requesting or taking sick and safe time.

23 2. *a.* An employer may comply with this section by supplying
24 each employee with a notice that contains all the information
25 required in subsection 1.

26 *b.* An employer may comply with this section by displaying a
27 poster and other informational materials in a conspicuous and
28 accessible place in each establishment where such employees
29 are employed which contains all the information required in
30 subsection 1.

31 3. An employer who willfully violates the notice and posting
32 requirements of this section shall be subject to a civil
33 penalty in an amount not to exceed one hundred dollars for each
34 separate offense.

35 Sec. 8. NEW SECTION. **91F.8 Damages recoverable by an**

1 **employee.**

2 In an action by an employee against the employee's employer
3 or former employer for an alleged violation of this chapter,
4 when it has been shown that the employer intentionally failed
5 to provide or allow the use of sick and safe time to the
6 employee in violation of this chapter, the employer shall be
7 liable to the employee for the monetary value of the owed sick
8 and safe time, plus liquidated damages for failure to allow the
9 employee to use accrued sick and safe time, court costs, and
10 any attorney fees incurred in the civil action.

11 **Sec. 9. NEW SECTION. 91F.9 Employer records.**

12 1. An employer shall retain records documenting hours
13 worked by employees and all leave, including sick and safe
14 time, taken by employees, for a period of five years.

15 2. An employer shall allow the commissioner access to such
16 records, with notice and at a mutually agreeable time, to
17 monitor compliance with the requirements of this chapter.

18 3. If an issue arises as to an employee's entitlement to
19 sick and safe time under this chapter and the employer does not
20 maintain or retain adequate records according to this section
21 or does not allow the commissioner access to such records, the
22 commissioner or other investigating authority shall presume
23 that the employer has violated this chapter, absent clear and
24 convincing evidence otherwise.

25 **Sec. 10. NEW SECTION. 91F.10 Enforcement.**

26 1. Upon the written complaint of the employee involved,
27 the commissioner may determine whether to investigate if
28 an employer has violated any provision of this chapter.
29 The commissioner shall keep confidential, to the extent
30 permitted by applicable law, the name of and other identifying
31 information about the employee reporting the alleged violation.
32 However, the commissioner, with the authorization of the
33 complaining employee, may disclose the employee's name and
34 other information as necessary to enforce this chapter or for
35 other appropriate purposes.

1 2. If for any reason the commissioner makes a determination
2 not to investigate, the commissioner shall notify the
3 complaining employee within fourteen days of receipt of
4 the complaint. The commissioner shall otherwise notify
5 the employee of the determination to investigate within
6 a reasonable time. If it is determined that there is an
7 enforceable claim, the commissioner, with the consent of the
8 complaining employee and with the assistance of the office
9 of the attorney general if the commissioner requests such
10 assistance, shall, unless a settlement is reached, commence a
11 civil action in any court of competent jurisdiction to recover
12 for the benefit of any employee any sick and safe time claims
13 that have been assigned to the commissioner for recovery.
14 The commissioner may also request reasonable and necessary
15 attorney fees. With the consent of the assigning employee, the
16 commissioner may also settle a claim on behalf of the assigning
17 employee.

18 3. Proceedings under this section that precede commencement
19 of a civil action shall be conducted informally without any
20 party having a right to be heard before the commissioner. The
21 commissioner may join various assignments in one claim for the
22 purpose of settling or litigating the assignees' claims.

23 4. The provisions of subsections 1 and 2 shall not be
24 construed to prevent an employee from settling or bringing an
25 action for damages under section 91F.8 if the employee has not
26 assigned the claim under subsection 2.

27 5. Any recovery of attorney fees, in the case of actions
28 brought under this section by the commissioner, shall be
29 remitted by the commissioner to the treasurer of state for
30 deposit in the general fund of the state. The commissioner is
31 not required to pay any filing fee or other court costs.

32 Sec. 11. NEW SECTION. 91F.11 **Confidentiality and**
33 **nondisclosure.**

34 1. An employer shall not require disclosure of details
35 relating to an employee or an employee's family member having

1 been a victim of crime or of the details of an employee's
2 medical or mental condition or that of a family member as a
3 condition of allowing sick and safe time under this chapter.

4 2. If an employer possesses health information or
5 information relating to an employee or an employee's family
6 member having been a victim of crime, such information shall
7 be treated as confidential and not disclosed except to the
8 affected employee or with the written permission of the
9 affected employee.

10 Sec. 12. NEW SECTION. 91F.12 Other sick and safe time
11 policies — legal requirements.

12 1. This chapter shall not be construed to discourage or
13 prohibit an employer from the adoption or retention of a sick
14 and safe time policy that is more generous than the minimum
15 requirements of this chapter.

16 2. This chapter shall not be construed as diminishing
17 the obligation of an employer to comply with any contract,
18 collective bargaining agreement, employment benefit plan, or
19 other agreement that provides more generous sick and safe time
20 to an employee than the minimum requirements of this chapter.

21 3. This chapter shall not be construed as diminishing the
22 rights of public employees regarding sick and safe time or the
23 use of sick and safe time as provided by state law.

24 4. This chapter provides minimum requirements pertaining
25 to sick and safe time and shall not be construed to preempt,
26 limit, or otherwise affect the applicability of any other law,
27 regulation, requirement, policy, or standard that provides for
28 greater accrual or use by employees of sick and safe time or
29 that extends other protections to employees.

30 Sec. 13. NEW SECTION. 91F.13 Sick and safe time — posting.

31 1. The commissioner shall create a poster and other
32 informational materials that may be used by an employer for
33 public display. The poster and other informational materials
34 shall contain all the information required in section 91F.7,
35 subsection 1.

1 2. An employer may apply to the commissioner for
2 authorization to display or distribute the poster and other
3 informational materials created by the commissioner. The
4 commissioner shall verify that an applicant offers at least
5 the minimum sick and safe time required by this chapter to all
6 employees in each establishment where the poster and other
7 informational materials will be displayed and is in compliance
8 with the requirements of this chapter. The commissioner shall
9 electronically transmit the poster and other informational
10 materials to any verified applicant.

11 Sec. 14. NEW SECTION. **91F.14 Rules.**

12 The commissioner shall adopt rules pursuant to chapter 17A
13 to administer this chapter.

14 Sec. 15. Section 84A.5, subsection 4, Code 2021, is amended
15 to read as follows:

16 4. The division of labor services is responsible for the
17 administration of the laws of this state under **chapters 88,**
18 **88A, 88B, 89, 89A, 89B, 90A, 91, 91A, 91C, 91D, 91E, 91F, 92,**
19 **and 94A,** and **sections 73A.21 and 85.68.** The executive head of
20 the division is the labor commissioner, appointed pursuant to
21 section 91.2.

22 Sec. 16. Section 91.4, subsection 2, Code 2021, is amended
23 to read as follows:

24 2. The director of the department of workforce development,
25 in consultation with the labor commissioner, shall, at the
26 time provided by law, make an annual report to the governor
27 setting forth in appropriate form the business and expense of
28 the division of labor services for the preceding year, the
29 number of remedial actions taken under **chapter 89A,** the number
30 of disputes or violations processed by the division and the
31 disposition of the disputes or violations, and other matters
32 pertaining to the division which are of public interest,
33 together with recommendations for change or amendment of the
34 laws in **this chapter** and **chapters 88, 88A, 88B, 89, 89A, 89B,**
35 **90A, 91A, 91C, 91D, 91E, 91F, 92,** and **94A,** and **section 85.68,**

1 and the recommendations, if any, shall be transmitted by the
2 governor to the first general assembly in session after the
3 report is filed.

4 Sec. 17. APPLICABILITY. Notwithstanding the section of
5 this Act relating to applicability of this Act on or after
6 January 1, 2022, this Act does not apply to employees under a
7 contract or collective bargaining agreement that was in effect
8 before January 1, 2022.

9 Sec. 18. APPLICABILITY. This Act applies to all existing
10 employees on and after January 1, 2022, and to all new
11 employees hired on or after that date.

12 EXPLANATION

13 The inclusion of this explanation does not constitute agreement with
14 the explanation's substance by the members of the general assembly.

15 This bill, entitled the "Healthy and Safe Family and
16 Workplace Act", requires minimum paid sick and safe time for
17 all employees employed in the state in new Code chapter 91F.

18 The bill defines "sick and safe time" as time that is
19 compensated at the same hourly rate and with the same benefits,
20 including health care benefits, as the employee normally
21 earns during hours worked and is provided by an employer to
22 an employee for the purposes described in the bill. The bill
23 defines additional terms including "employee", "employer", and
24 "family member".

25 The bill provides that all employees shall have the right to
26 accrue and use sick and safe time. The formula for accruing
27 sick and safe time is contained in the bill, and there are
28 limits for the amount of sick and safe time an employee may
29 accrue per year, unless the employer sets a higher accrual
30 percentage or limit.

31 The bill provides a formula for accruing sick and safe time
32 and the limitations and exceptions. Sick and safe time shall
33 begin to accrue for new employees hired on or after January 1,
34 2022, on the first day of work and for existing employees on
35 January 1, 2022. Employees may use accrued sick and safe time

1 starting the 21st day of employment. Sick and safe time shall
2 carry over one year, but an employee shall not accrue more than
3 83 hours of sick and safe time per year.

4 An employer who provides a leave policy that meets the
5 minimum accrual requirements and the same minimum uses and
6 conditions is deemed to be in compliance with the bill. The
7 bill does not require employees to be reimbursed for unused
8 sick and safe time upon separation from employment. However,
9 if an employee is moved or transferred within the company, the
10 employee shall retain and may use all accrued sick and safe
11 time. If there is an employment separation, but an employee
12 is rehired within six months, all accrued sick and safe time
13 shall be reinstated upon rehire and be available for immediate
14 use. An employer has the discretion to advance sick and safe
15 time to an employee.

16 The bill provides specific reasons for which employees may
17 use the sick and safe time. An employee shall give reasonable
18 notice to an employer when use of sick and safe time is
19 foreseeable and shall make a reasonable effort to schedule the
20 use of sick and safe time in a manner that does not unduly
21 disrupt the operations of the employer. When an employee
22 uses more than three consecutive days of sick and safe time,
23 an employer may require reasonable documentation that the
24 time used is covered as provided in the bill. If an employer
25 chooses to require documentation from an employee for use of
26 sick and safe time, the employer is responsible for paying
27 any costs charged to the employee by a health care provider
28 or other entity for providing the specific documentation
29 required by the employer. If the employee has health insurance
30 that covers any portion of the costs of obtaining such
31 documentation, the employer shall only be responsible for
32 paying costs that are not covered by the employee's health
33 insurance. An employer shall not require an employee to find a
34 replacement worker in order to use sick and safe time.

35 The bill provides an employee the right to use sick and safe

1 time to file a complaint against an employer, and various other
2 rights. The bill prohibits employer retaliation against an
3 employee exercising those rights.

4 Employers are required to give employees notice of their
5 rights to sick and safe time either by supplying each employee
6 with a notice or by posting such notice in an accessible and
7 obvious place where employees work. Violations of the notice
8 and posting requirements may result in a civil penalty of not
9 more than \$100 for each offense.

10 An employee may recover the monetary value of owed sick and
11 safe time plus liquidated damages for the wrongful denial of
12 use of accrued sick and safe time if an employer is shown to
13 have intentionally violated the bill.

14 An employer must retain records documenting hours worked
15 by each employee and the amount of leave, including sick and
16 safe time, taken by employees for five years. The labor
17 commissioner shall have reasonable access to these records. If
18 a question arises about an employee's right to sick and safe
19 time and an employer does not have adequate records or does not
20 allow the commissioner to examine the employer's records, the
21 commissioner shall presume that the employer has violated the
22 bill.

23 The bill authorizes an employee to submit a written
24 complaint to the commissioner, who will determine whether
25 to investigate the claim that an employer has violated any
26 provision of new Code chapter 91F. If the commissioner decides
27 to investigate, the commissioner shall commence a civil action
28 against the employer.

29 An employer shall not require an employee to disclose
30 details relating to having been a victim of crime or a medical
31 or mental condition as a condition of using sick and safe
32 time. An employer who has such information shall treat the
33 information as confidential and not disclose it without written
34 consent of the affected employee.

35 The bill provides that new Code chapter 91F does not prohibit

1 an employer from providing a more generous sick and safe
2 time policy than required by the bill, does not diminish an
3 employer's previous contractual obligations for more generous
4 sick and safe time, and does not diminish public employees'
5 other rights to sick and safe time as provided by law.

6 The commissioner is required to create a poster and other
7 informational materials which an employer may use for public
8 display. The poster and other informational materials must
9 comply with the notice requirements for sick and safe time
10 provided in the bill. The commissioner is to make the poster
11 and other informational materials available to an employer upon
12 verification of compliance with the bill.

13 The bill applies to all existing employees on and after
14 January 1, 2022, and to all new hires on or after that date,
15 but does not apply to employees under contracts or collective
16 bargaining agreements in effect before January 1, 2022.