

SB205\_L.031

SENATE COMMITTEE OF REFERENCE AMENDMENT

Committee on State, Veterans, & Military Affairs.

SB20-205 be amended as follows:

1 Amend printed bill, page 4, line 1, after "(5)." add ""EMPLOYEE" DOES  
2 NOT INCLUDE AN "EMPLOYEE" AS DEFINED IN 45 U.S.C. SEC. 351 (d) WHO  
3 IS SUBJECT TO THE FEDERAL "RAILROAD UNEMPLOYMENT INSURANCE  
4 ACT", 45 U.S.C. SEC. 351 ET SEQ."

5 Page 4, line 12, strike "AND" and substitute "OR".

6 Page 4, strike lines 13 and 14 and substitute:

7 "(c) A PERSON FOR WHOM THE EMPLOYEE IS RESPONSIBLE FOR  
8 PROVIDING OR ARRANGING HEALTH- OR SAFETY-RELATED CARE."

9 Page 4, lines 22 and 23, strike "8-13.3-404 AND 8-13.3-405." and  
10 substitute "8-13.3-404 TO 8-13.3-406."

11 Page 5, after line 20 insert:

12 "(12) "YEAR" MEANS A REGULAR AND CONSECUTIVE  
13 TWELVE-MONTH PERIOD AS DETERMINED BY AN EMPLOYER; EXCEPT THAT  
14 FOR THE PURPOSES OF SECTION 8-13.3-411, "YEAR" MEANS A CALENDAR  
15 YEAR."

16 Page 5, line 22, strike "**calendar**".

17 Page 6, line 5, after "PERIOD." add "THIS SUBSECTION (2)(a) DOES NOT  
18 LIMIT THE ABILITY OF AN EMPLOYEE TO USE PAID SICK LEAVE AS PROVIDED  
19 IN SECTION 8-13.3-405."

20 Page 6, strike lines 18 through 23 and substitute:

21 "(b) UP TO FORTY-EIGHT HOURS OF PAID SICK LEAVE THAT AN  
22 EMPLOYEE ACCRUES IN A YEAR BUT DOES NOT USE CARRIES FORWARD TO,  
23 AND MAY BE USED IN, A SUBSEQUENT YEAR; EXCEPT THAT AN EMPLOYER  
24 IS NOT REQUIRED TO ALLOW THE EMPLOYEE TO USE MORE THAN  
25 FORTY-EIGHT HOURS OF PAID SICK LEAVE IN A YEAR."

26 Page 6, line 25, after "SECTION" insert "AND SECTION 8-13.3-405".

27 Page 7, line 2, after "TO" insert "SATISFY SECTION 8-13.3-405 AND".

28 Page 7, line 8, after "SECTION," insert "AND NOTWITHSTANDING SECTION

- 1 8-4-101 (14)(a)(IV),".
- 2 Page 7, line 9, strike "ACCRUED BUT".
- 3 Page 7, line 16, strike "TWELVE" and substitute "SIX".
- 4 Page 12, strike lines 21 through 27.
- 5 Page 13, strike lines 1 and 2.
- 6 Reletter succeeding paragraphs accordingly.
- 7 Page 13, strike lines 14 through 16.
- 8 Renumber succeeding subsection accordingly.
- 9 Page 13, line 24, strike "ON" and substitute "(1) EMPLOYERS IN THE  
10 STATE SHALL COMPLY WITH THE FEDERAL "EMERGENCY PAID SICK LEAVE  
11 ACT" IN THE "FAMILIES FIRST CORONAVIRUS RESPONSE ACT", PUB. L.  
12 116-127.  
13 (2) ON".
- 14 Page 14, line 2, strike "PUB. L. 116-127." and substitute "PUB. L. 116-127,  
15 TO EACH EMPLOYEE WHO IS NOT COVERED UNDER THE "EMERGENCY PAID  
16 SICK LEAVE ACT".".
- 17 Page 16, line 13, strike "SHALL" and substitute "SHALL, UPON HIRING OR  
18 WITHIN THIRTY DAYS AFTER THE EFFECTIVE DATE OF THIS SECTION,".
- 19 Page 17, line 2, after "POSTER" insert "CREATED PURSUANT TO  
20 SUBSECTION (3) OF THIS SECTION".
- 21 Page 17, after line 21 insert:
- 22 "(6) IF AN EMPLOYER DOES NOT MAINTAIN A PHYSICAL  
23 WORKPLACE, OR AN EMPLOYEE TELEWORKS OR PERFORMS WORK THROUGH  
24 A WEB-BASED PLATFORM, THE EMPLOYER SHALL PROVIDE THE NOTICE  
25 REQUIRED IN THIS SECTION THROUGH ELECTRONIC COMMUNICATION OR A  
26 CONSPICUOUS POSTING IN THE WEB-BASED PLATFORM.".
- 27 Page 19, strike lines 1 through 5 and substitute:
- 28 "(b) AFTER JANUARY 1, 2021, AN EMPLOYER WHO VIOLATES THIS

1 PART 4 IS LIABLE FOR BACK PAY AND ANY OTHER RELIEF AS PROVIDED BY  
2 SECTION 8-5-104 (2)(a) AND (2)(b).".

3 Page 19, after line 7 insert:

4 "(d) BEFORE COMMENCING ANY CIVIL ACTION UNDER THIS  
5 SECTION, AN AGGRIEVED PERSON MUST, IN ACCORDANCE WITH ARTICLE 4  
6 OF THIS TITLE 8, SUBMIT A COMPLAINT TO THE DIVISION OR MAKE A  
7 WRITTEN DEMAND FOR PAYMENT TO THE EMPLOYER.

8 (e) IF A PERSON AGGRIEVED BY A VIOLATION OF THIS PART 4 FILES  
9 A CIVIL ACTION TO ENFORCE A JUDGMENT MADE UNDER THIS SECTION, THE  
10 COURT SHALL WAIVE ANY FILING FEE REQUIRED UNDER ARTICLE 32 OF  
11 TITLE 13."

12 Reletter succeeding paragraph accordingly.

13 Page 20, strike lines 10 through 14 and substitute:

14 "(2) NOTHING IN THIS PART 4 DIMINISHES:

15 (a) THE OBLIGATION OF AN EMPLOYER TO COMPLY WITH ANY  
16 CONTRACT, COLLECTIVE BARGAINING AGREEMENT, EMPLOYMENT BENEFIT  
17 PLAN, OR OTHER AGREEMENT PROVIDING EMPLOYEES WITH A MORE  
18 GENEROUS PAID SICK LEAVE POLICY THAN THE PAID SICK LEAVE POLICY  
19 REQUIRED BY THIS PART 4; OR

20 (b) THE RIGHTS, PRIVILEGES, OR REMEDIES OF AN EMPLOYEE  
21 UNDER A COLLECTIVE BARGAINING OR PARTNERSHIP AGREEMENT,  
22 EMPLOYER POLICY, OR EMPLOYMENT CONTRACT."

23 Page 20, strike lines 26 and 27.

24 Page 21, strike lines 1 through 4 and substitute "DOES NOT APPLY TO AN  
25 EMPLOYEE IN THE BUILDING AND CONSTRUCTION INDUSTRY WHO IS  
26 COVERED BY A COLLECTIVE BARGAINING AGREEMENT IF THE COLLECTIVE  
27 BARGAINING AGREEMENT:

28 (a) EXPRESSLY PROVIDES FOR PAID SICK DAYS, PAID LEAVE, OR A  
29 PAID TIME OFF POLICY THAT PERMITS THE USE OF SICK DAYS FOR THOSE  
30 EMPLOYEES; OR

31 (b) WAIVES THE REQUIREMENTS OF THIS PART 4 IN CLEAR AND  
32 UNAMBIGUOUS TERMS.

33 **8-13.3-416. Employer policies.** AN EMPLOYER POLICY ADOPTED  
34 OR RETAINED MUST NOT DIMINISH AN EMPLOYEE'S RIGHT TO PAID SICK  
35 LEAVE UNDER THIS PART 4. ANY AGREEMENT BY AN EMPLOYEE TO WAIVE  
36 THE EMPLOYEE'S RIGHTS UNDER THIS PART 4 IS VOID AS AGAINST PUBLIC

1 POLICY.

2 **8-13.3-417. Severability.** IF ANY PROVISION OF THIS PART 4 OR  
3 APPLICATION THEREOF TO ANY PERSON OR CIRCUMSTANCE IS JUDGED  
4 INVALID, THE INVALIDITY DOES NOT AFFECT OTHER PROVISIONS OR  
5 APPLICATIONS OF THIS PART 4 THAT CAN BE GIVEN EFFECT WITHOUT THE  
6 INVALID PROVISION OR APPLICATION, AND TO THIS END THE PROVISIONS OF  
7 THIS PART 4 ARE DECLARED SEVERABLE."

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