

## Session 121 - (2015-2016)

**H 3397 General Bill, By M.S. McLeod**

***Similar (S 0172)***

**Summary:** Earned Paid Sick Leave Act

A BILL TO AMEND THE CODE OF SOUTH CAROLINA, 1976, SO AS TO ENACT THE "SOUTH CAROLINA EARNED PAID SICK LEAVE ACT" BY ADDING CHAPTER 47 TO TITLE 41 SO AS TO PROVIDE THAT PRIVATE SECTOR EMPLOYEES SHALL ACCRUE EARNED PAID AND EARNED UNPAID SICK LEAVE, TO PROVIDE FOR THE METHOD OF AND LIMITS OF ACCRUAL, TO PROVIDE FOR THE CIRCUMSTANCES UNDER WHICH AN EMPLOYEE MAY USE EARNED PAID OR EARNED UNPAID SICK LEAVE, TO PROVIDE FOR CERTIFICATION OF THE REASONS FOR WHICH EARNED PAID OR EARNED UNPAID SICK LEAVE IS USED, TO PROVIDE THAT AN EMPLOYER MAY NOT HINDER AN EMPLOYEE'S USE OF EARNED PAID OR EARNED UNPAID SICK LEAVE, TO PROVIDE THAT EMPLOYERS MAY NOT PENALIZE A PERSON FOR PROPERLY USING EARNED PAID OR EARNED UNPAID SICK LEAVE, TO PROVIDE THAT EMPLOYERS WHO HAVE POLICIES THAT EXCEED THE PROVISIONS OF THIS CHAPTER DO NOT HAVE TO CHANGE THOSE POLICIES, TO PROVIDE THAT EMPLOYEES SHALL PROVIDE REASONABLE NOTICE TO EMPLOYERS BEFORE USING EARNED PAID OR EARNED UNPAID SICK LEAVE IF POSSIBLE, TO PROVIDE FOR NOTICE OF THE PROVISIONS OF THIS CHAPTER TO EMPLOYERS AND EMPLOYEES, AND TO DEFINE NECESSARY TERMS; AND TO AMEND SECTION 8-11-40, AS AMENDED, RELATING TO SICK LEAVE FOR STATE EMPLOYEES, SO AS TO PROVIDE THIRTY DAYS OF SICK LEAVE ANNUALLY, TO PROVIDE AN EMPLOYER SHALL ADVANCE UP TO TO THIRTY DAYS OF SICK LEAVE TO AN EMPLOYEE, TO PROVIDE AN EMPLOYEE SHALL SATISFY ANY LEAVE DEFICIT RESULTING FROM A LEAVE ADVANCE, AND TO PROVIDE THAT STATE EMPLOYEES ANNUALLY MAY USE THIRTY DAYS OF SICK LEAVE TO CARE FOR ILL MEMBERS OF THEIR IMMEDIATE FAMILIES.

**01/22/15 House Introduced and read first time (House Journal-page 13)**

**01/22/15 House Referred to Committee on Labor, Commerce and Industry (House Journal-page 13)**