

REFERENCE TITLE: paid sick and safe time

State of Arizona  
House of Representatives  
Fifty-first Legislature  
Second Regular Session  
2014

## **HB 2585**

Introduced by  
Representatives Larkin, Alston, Campbell, Cardenas, Mendez: Hernández,  
Quezada

AN ACT

AMENDING TITLE 23, CHAPTER 2, ARIZONA REVISED STATUTES, BY ADDING ARTICLE  
8.1; RELATING TO PAID SICK AND SAFE TIME LEAVE.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 23, chapter 2, Arizona Revised Statutes, is amended  
3 by adding article 8.1, to read:

4 ARTICLE 8.1. PAID SICK AND SAFE TIME LEAVE

5 23-371. Definitions

6 IN THIS ARTICLE, UNLESS THE CONTEXT OTHERWISE REQUIRES:

7 1. "COMMISSION" MEANS THE INDUSTRIAL COMMISSION OF ARIZONA.

8 2. "DOMESTIC VIOLENCE" HAS THE SAME MEANING PRESCRIBED IN SECTION  
9 13-3601.

10 3. "EMPLOYEE" MEANS ANY PERSON WHO IS OR WAS EMPLOYED BY AN EMPLOYER  
11 BUT DOES NOT INCLUDE ANY PERSON WHO IS EMPLOYED BY A PARENT OR A SIBLING OR  
12 WHO IS EMPLOYED PERFORMING BABYSITTING SERVICES IN THE EMPLOYER'S HOME ON A  
13 CASUAL BASIS.

14 4. "EMPLOYER" INCLUDES ANY CORPORATION, PROPRIETORSHIP, PARTNERSHIP,  
15 JOINT VENTURE, LIMITED LIABILITY COMPANY, TRUST, ASSOCIATION, POLITICAL  
16 SUBDIVISION OF THIS STATE, INDIVIDUAL OR OTHER ENTITY ACTING DIRECTLY OR  
17 INDIRECTLY IN THE INTEREST OF AN EMPLOYER IN RELATION TO AN EMPLOYEE, BUT  
18 DOES NOT INCLUDE THIS STATE, THE UNITED STATES OR A SMALL BUSINESS.

19 5. "FAMILY MEMBER" MEANS:

20 (a) A BIOLOGICAL, ADOPTED OR FOSTER CHILD, A STEPCHILD OR LEGAL WARD,  
21 A CHILD OF A DOMESTIC PARTNER OR A CHILD FOR WHOM THE EMPLOYEE SERVES AS A  
22 TEMPORARY GUARDIAN.

23 (b) A BIOLOGICAL, FOSTER OR ADOPTIVE PARENT OR LEGAL GUARDIAN OF THE  
24 EMPLOYEE OR THE EMPLOYEE'S SPOUSE OR DOMESTIC PARTNER, A STEPPARENT OF THE  
25 EMPLOYEE OR THE EMPLOYEE'S SPOUSE OR DOMESTIC PARTNER OR AN INDIVIDUAL WHO  
26 WAS A TEMPORARY GUARDIAN OF THE EMPLOYEE WHEN THE EMPLOYEE WAS A MINOR.

27 (c) THE SPOUSE OR DOMESTIC PARTNER OF THE EMPLOYEE.

28 (d) A GRANDPARENT OR A SPOUSE OR DOMESTIC PARTNER OF A GRANDPARENT.

29 (e) A BIOLOGICAL, FOSTER OR ADOPTED SIBLING OR A SPOUSE OR DOMESTIC  
30 PARTNER OF A BIOLOGICAL, FOSTER OR ADOPTED SIBLING.

31 (f) A GRANDCHILD.

32 (g) ANY OTHER INDIVIDUAL WHO IS RELATED BY BLOOD OR AFFINITY WHOSE  
33 CLOSE ASSOCIATION WITH THE EMPLOYEE IS THE EQUIVALENT OF A FAMILY  
34 RELATIONSHIP.

35 6. "HEALTH PROFESSIONAL" HAS THE SAME MEANING PRESCRIBED IN SECTION  
36 32-3201.

37 7. "PAID SICK AND SAFE TIME" MEANS TIME THAT IS PROVIDED BY AN  
38 EMPLOYER TO AN EMPLOYEE FOR THE PURPOSES DESCRIBED IN SECTION 23-373.

39 8. "RETALIATORY PERSONNEL ACTION" MEANS THE DISCHARGE, SUSPENSION OR  
40 DEMOTION BY AN EMPLOYER OF AN EMPLOYEE OR ANY OTHER ADVERSE ACTION THAT AN  
41 EMPLOYER TAKES AGAINST AN EMPLOYEE AND INCLUDES ANY SANCTIONS AGAINST A  
42 RECIPIENT OF PUBLIC BENEFITS.

43 9. "SEXUAL ASSAULT" MEANS THE INTENTIONAL OR KNOWING ENGAGING IN  
44 SEXUAL INTERCOURSE OR ORAL SEXUAL CONTACT WITH ANY PERSON WITHOUT CONSENT OF  
45 THAT PERSON AS PROHIBITED BY SECTION 13-1406.

1           10. "STALKING" MEANS A VIOLATION OF SECTION 13-2923.  
2           23-372. Accrual of paid sick and safe time  
3           A. AN EMPLOYEE ACCRUES A MINIMUM OF ONE HOUR OF PAID SICK AND SAFE  
4 TIME FOR EVERY THIRTY HOURS WORKED. AN EMPLOYEE MAY NOT ACCRUE MORE THAN  
5 SEVENTY-TWO HOURS OF PAID SICK AND SAFE TIME IN A CALENDAR YEAR, UNLESS THE  
6 EMPLOYER SELECTS A HIGHER LIMIT.  
7           B. AN EMPLOYEE WHO IS EXEMPT FROM OVERTIME REQUIREMENTS UNDER 29  
8 UNITED STATES CODE SECTION 213(a)(1) IS ASSUMED TO WORK FORTY HOURS IN EACH  
9 WORK WEEK FOR THE PURPOSES OF PAID SICK AND SAFE TIME ACCRUAL, UNLESS THE  
10 EMPLOYEE'S NORMAL WORK WEEK IS FEWER THAN FORTY HOURS. IF THE EMPLOYEE'S  
11 WORK WEEK IS FEWER THAN FORTY HOURS, PAID SICK AND SAFE TIME ACCRUES BASED ON  
12 THE NUMBER OF HOURS ACTUALLY WORKED.  
13           C. PAID SICK AND SAFE TIME BEGINS TO ACCRUE AT THE COMMENCEMENT OF  
14 EMPLOYMENT.  
15           D. AN EMPLOYEE MAY USE ACCRUED PAID SICK AND SAFE TIME BEGINNING ON  
16 THE NINETIETH CALENDAR DAY AFTER COMMENCEMENT OF EMPLOYMENT. AFTER THE  
17 NINETIETH CALENDAR DAY OF EMPLOYMENT, AN EMPLOYEE MAY USE PAID SICK AND SAFE  
18 TIME AS IT IS ACCRUED.  
19           E. PAID SICK AND SAFE TIME IS CARRIED OVER TO THE FOLLOWING CALENDAR  
20 YEAR, EXCEPT THAT AN EMPLOYEE MAY NOT USE MORE THAN SEVENTY-TWO HOURS OF PAID  
21 SICK AND SAFE TIME IN A CALENDAR YEAR.  
22           F. IF AN EMPLOYER PROVIDES A PAID LEAVE THAT MEETS THE ACCRUAL  
23 REQUIREMENTS OF THIS SECTION AND THAT MAY BE USED FOR THE SAME PURPOSES AND  
24 UNDER THE SAME CONDITIONS AS PRESCRIBED IN THIS SECTION, THE EMPLOYER IS NOT  
25 REQUIRED TO PROVIDE ADDITIONAL PAID SICK AND SAFE TIME.  
26           G. THIS SECTION DOES NOT REQUIRE FINANCIAL OR OTHER REIMBURSEMENT TO  
27 AN EMPLOYEE FROM AN EMPLOYER FOR ACCRUED PAID SICK AND SAFE TIME ON THE  
28 EMPLOYEE'S TERMINATION, RESIGNATION, RETIREMENT OR OTHER SEPARATION FROM  
29 EMPLOYMENT.  
30           H. IF AN EMPLOYEE IS TRANSFERRED TO A SEPARATE DIVISION, ENTITY OR  
31 LOCATION, BUT REMAINS EMPLOYED BY THE SAME EMPLOYER, THE EMPLOYEE IS ENTITLED  
32 TO USE ALL UNUSED PAID SICK AND SAFE TIME ACCRUED WHILE WORKING AT THE PRIOR  
33 DIVISION, ENTITY OR LOCATION. IF THERE IS A SEPARATION FROM EMPLOYMENT AND  
34 THE EMPLOYEE IS REHIRED WITHIN SIX MONTHS OF SEPARATION BY THE SAME EMPLOYER,  
35 PREVIOUSLY ACCRUED PAID SICK AND SAFE TIME THAT HAD NOT BEEN USED MUST BE  
36 REINSTATED. THE EMPLOYEE MAY USE ACCRUED PAID SICK AND SAFE TIME AND ACCRUE  
37 ADDITIONAL PAID SICK AND SAFE TIME AT THE COMMENCEMENT OF THE REEMPLOYMENT.  
38           I. THE EMPLOYER MAY LEND PAID SICK AND SAFE TIME TO THE EMPLOYEE IN  
39 ADVANCE OF ACCRUAL OF THE TIME BY THE EMPLOYEE.  
40           J. THIS ARTICLE DOES NOT:  
41           1. DISCOURAGE OR PROHIBIT AN EMPLOYER FROM THE ADOPTION OR RETENTION  
42 OF A PAID LEAVE POLICY THAT IS MORE GENEROUS THAN THE PAID SICK AND SAFE TIME  
43 POLICY.  
44           2. DIMINISH THE OBLIGATION OF AN EMPLOYER TO COMPLY WITH ANY CONTRACT,  
45 COLLECTIVE BARGAINING AGREEMENT, EMPLOYMENT BENEFIT PLAN OR OTHER AGREEMENT

1 THAT PROVIDES MORE GENEROUS SICK AND SAFE TIME LEAVE TO AN EMPLOYEE THAN  
2 REQUIRED IN THIS ARTICLE.

3 3. DIMINISH THE RIGHTS OF PUBLIC EMPLOYEES REGARDING PAID SICK AND  
4 SAFE TIME OR USE OF PAID SICK AND SAFE TIME AS OTHERWISE PROVIDED BY LAW.

5 4. PREEMPT, LIMIT OR OTHERWISE AFFECT THE APPLICABILITY OF ANY OTHER  
6 LAW, REGULATION, REQUIREMENT, POLICY OR STANDARD THAT PROVIDES FOR GREATER  
7 ACCRUAL OR USE BY EMPLOYEES OF SICK AND SAFE TIME, WHETHER PAID OR UNPAID, OR  
8 THAT EXTENDS OTHER PROTECTIONS TO EMPLOYEES.

9 23-373. Use of paid sick and safe time

10 A. AN EMPLOYER SHALL PROVIDE AN EMPLOYEE PAID SICK AND SAFE TIME FOR  
11 ANY OF THE FOLLOWING:

12 1. AN EMPLOYEE'S:

13 (a) MENTAL OR PHYSICAL ILLNESS, INJURY OR HEALTH CONDITION.

14 (b) NEED FOR MEDICAL DIAGNOSIS, CARE OR TREATMENT OF A MENTAL OR  
15 PHYSICAL ILLNESS, INJURY OR HEALTH CONDITION.

16 (c) NEED FOR PREVENTIVE MEDICAL CARE.

17 2. CARE OF A FAMILY MEMBER WITH A MENTAL OR PHYSICAL ILLNESS, INJURY  
18 OR HEALTH CONDITION:

19 (a) WHO NEEDS MEDICAL DIAGNOSIS, CARE OR TREATMENT OF A MENTAL OR  
20 PHYSICAL ILLNESS, INJURY OR HEALTH CONDITION.

21 (b) WHO NEEDS PREVENTIVE MEDICAL CARE.

22 3. CLOSURE OF THE EMPLOYEE'S PLACE OF BUSINESS BY ORDER OF A PUBLIC  
23 OFFICIAL DUE TO A PUBLIC HEALTH EMERGENCY.

24 4. AN EMPLOYEE'S NEED TO CARE FOR A CHILD WHOSE SCHOOL OR PLACE OF  
25 CARE HAS BEEN CLOSED BY ORDER OF A PUBLIC OFFICIAL DUE TO A PUBLIC HEALTH  
26 EMERGENCY.

27 5. AN EMPLOYEE'S NEED TO CARE FOR A FAMILY MEMBER IF THE HEALTH  
28 AUTHORITIES HAVING JURISDICTION OR A HEALTH CARE PROVIDER DETERMINES THAT THE  
29 FAMILY MEMBER'S PRESENCE IN THE COMMUNITY WOULD JEOPARDIZE THE HEALTH OF  
30 OTHERS BECAUSE OF THE FAMILY MEMBER'S EXPOSURE TO A COMMUNICABLE DISEASE,  
31 WHETHER OR NOT THE FAMILY MEMBER HAS ACTUALLY CONTRACTED THE COMMUNICABLE  
32 DISEASE.

33 6. ABSENCE NECESSARY DUE TO DOMESTIC VIOLENCE, SEXUAL ASSAULT OR  
34 STALKING, IF THE LEAVE IS TO DO ANY OF THE FOLLOWING:

35 (a) SEEK MEDICAL ATTENTION FOR THE EMPLOYEE OR EMPLOYEE'S CHILD,  
36 SPOUSE, PARENT, GRANDPARENT OR EXTENDED FAMILY MEMBER TO RECOVER FROM  
37 PHYSICAL OR PSYCHOLOGICAL INJURY OR DISABILITY THAT IS CAUSED BY DOMESTIC  
38 VIOLENCE, SEXUAL ASSAULT OR STALKING.

39 (b) OBTAIN SERVICES FROM A VICTIM SERVICES ORGANIZATION.

40 (c) OBTAIN PSYCHOLOGICAL OR OTHER COUNSELING.

41 (d) SEEK RELOCATION DUE TO THE DOMESTIC VIOLENCE, SEXUAL ASSAULT OR  
42 STALKING.

43 (e) TAKE LEGAL ACTION, INCLUDING PREPARING FOR OR PARTICIPATING IN ANY  
44 CIVIL OR CRIMINAL LEGAL PROCEEDING THAT IS RELATED TO OR RESULTING FROM THE  
45 DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING.

1 B. THE EMPLOYER SHALL PROVIDE PAID SICK AND SAFE TIME ON THE ORAL  
2 REQUEST OF AN EMPLOYEE. IF POSSIBLE, THE EMPLOYEE SHALL INCLUDE IN THE  
3 REQUEST THE EXPECTED DURATION OF THE ABSENCE.

4 C. IF THE USE OF PAID SICK AND SAFE TIME IS FORESEEABLE, THE EMPLOYEE  
5 SHALL DO BOTH OF THE FOLLOWING:

6 1. MAKE A GOOD FAITH EFFORT TO PROVIDE NOTICE OF THE NEED FOR THE TIME  
7 TO THE EMPLOYER IN ADVANCE OF THE USE OF THE PAID SICK AND SAFE TIME.

8 2. MAKE A REASONABLE EFFORT TO SCHEDULE THE USE OF PAID SICK AND SAFE  
9 TIME IN A MANNER THAT DOES NOT UNDULY DISRUPT THE OPERATIONS OF THE EMPLOYER.

10 D. PAID SICK AND SAFE TIME IS COMPENSATED AT THE SAME HOURLY RATE AND  
11 WITH THE SAME BENEFITS, INCLUDING HEALTH CARE BENEFITS, AS THE EMPLOYEE  
12 NORMALLY EARNS DURING HOURS WORKED, EXCEPT THAT THE HOURLY WAGE SHALL NOT BE  
13 LESS THAN THAT PRESCRIBED IN SECTION 23-363.

14 E. FOR PAID SICK AND SAFE TIME OF MORE THAN THREE CONSECUTIVE DAYS, AN  
15 EMPLOYER MAY REQUIRE REASONABLE DOCUMENTATION THAT THE PAID SICK AND SAFE  
16 TIME IS FOR A PURPOSE PRESCRIBED BY SUBSECTION A OF THIS SECTION. REASONABLE  
17 DOCUMENTATION INCLUDES:

18 1. DOCUMENTATION THAT IS SIGNED BY A HEALTH CARE PROFESSIONAL THAT  
19 INDICATES THAT SICK TIME IS NECESSARY.

20 2. A POLICE REPORT THAT INDICATES THAT THE EMPLOYEE WAS A VICTIM OF  
21 DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING.

22 3. A COURT ORDER OR A SIGNED STATEMENT FROM A VICTIM AND WITNESS  
23 ADVOCATE THAT AFFIRMS THAT THE EMPLOYEE IS INVOLVED IN LEGAL ACTION THAT IS  
24 RELATED TO DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING.

25 F. AN EMPLOYER MAY NOT REQUIRE THAT THE DOCUMENTATION EXPLAIN THE  
26 NATURE OF THE ILLNESS OR THE DETAILS OF THE VIOLENCE. IF AN EMPLOYER CHOOSES  
27 TO REQUIRE DOCUMENTATION FOR SICK TIME AND THE EMPLOYEE DOES NOT HAVE HEALTH  
28 INSURANCE, THE EMPLOYER IS RESPONSIBLE FOR PAYING ALL OF THE OUT-OF-POCKET  
29 EXPENSES THE EMPLOYEE INCURS IN OBTAINING THE DOCUMENTATION. IF THE EMPLOYEE  
30 DOES HAVE HEALTH INSURANCE, THE EMPLOYER IS RESPONSIBLE FOR PAYING ANY COSTS  
31 THE HEALTH CARE PROVIDER CHARGES TO THE EMPLOYEE FOR PROVIDING THE SPECIFIC  
32 DOCUMENTATION THAT THE EMPLOYER REQUIRES.

33 G. AN EMPLOYER MAY NOT REQUIRE, AS A CONDITION OF PROVIDING PAID SICK  
34 AND SAFE TIME, THAT THE EMPLOYEE SEARCH FOR OR FIND A REPLACEMENT WORKER TO  
35 COVER THE HOURS DURING WHICH THE EMPLOYEE IS ON PAID SICK AND SAFE TIME.

36 23-374. Protection of rights; retaliation prohibition

37 A. IT IS UNLAWFUL FOR AN EMPLOYER OR ANY OTHER PERSON TO INTERFERE  
38 WITH, RESTRAIN OR DENY THE EXERCISE OF, OR THE ATTEMPT TO EXERCISE, ANY RIGHT  
39 THAT IS PROVIDED UNDER THIS ARTICLE.

40 B. AN EMPLOYER SHALL NOT TAKE RETALIATORY PERSONNEL ACTION OR  
41 DISCRIMINATE AGAINST AN EMPLOYEE BECAUSE THE EMPLOYEE HAS EXERCISED RIGHTS  
42 THAT ARE PROVIDED UNDER THIS ARTICLE. THESE RIGHTS INCLUDE THE RIGHT TO:

43 1. USE PAID SICK AND SAFE TIME.

44 2. FILE A COMPLAINT OR INFORM ANY PERSON ABOUT ANY EMPLOYER'S ALLEGED  
45 VIOLATION OF THIS ARTICLE.

1           3. COOPERATE WITH THE COMMISSION IN ITS INVESTIGATIONS OF ALLEGED  
2 VIOLATIONS OF THIS ARTICLE.  
3           4. INFORM ANY PERSON OF POTENTIAL RIGHTS UNDER THIS SECTION.  
4           C. IT IS UNLAWFUL FOR AN EMPLOYER TO COUNT PAID SICK AND SAFE TIME  
5 TAKEN AS AN ABSENCE THAT MAY RESULT IN DISCIPLINE, DISCHARGE, DEMOTION,  
6 SUSPENSION OR ANY OTHER ADVERSE ACTION.  
7           D. THE PROTECTIONS OF THIS SECTION APPLY TO ANY PERSON THAT ALLEGES  
8 VIOLATIONS OF THIS SECTION IN GOOD FAITH, EVEN IF THE ALLEGATIONS ARE IN  
9 ERROR.  
10          E. A REBUTTABLE PRESUMPTION OF UNLAWFUL RETALIATION EXISTS IF AN  
11 EMPLOYER TAKES ADVERSE ACTION AGAINST A PERSON WITHIN NINETY DAYS AFTER THAT  
12 PERSON DOES ANY OF THE FOLLOWING:  
13           1. FILES A COMPLAINT WITH THE COMMISSION OR A COURT ALLEGING A  
14 VIOLATION OF THIS SECTION.  
15           2. INFORMS ANY PERSON ABOUT AN EMPLOYER'S ALLEGED VIOLATION OF THIS  
16 SECTION.  
17           3. COOPERATES WITH THE COMMISSION OR OTHER PERSONS IN THE  
18 INVESTIGATION OR PROSECUTION OF ANY ALLEGED VIOLATION OF THIS SECTION.  
19           4. OPPOSES ANY POLICY, PRACTICE OR ACT THAT IS UNLAWFUL UNDER THIS  
20 SECTION.  
21           5. INFORMS ANY PERSON OF THEIR RIGHTS UNDER THIS SECTION.  
22          23-375. Notice and posting  
23          A. AN EMPLOYER SHALL GIVE NOTICE AS PROVIDED IN THIS SECTION THAT  
24 STATES ALL OF THE FOLLOWING:  
25           1. EMPLOYEES ARE ENTITLED TO PAID SICK AND SAFE TIME, THE AMOUNT OF  
26 PAID SICK AND SAFE TIME AND THE TERMS OF ITS USE GUARANTEED UNDER THIS  
27 ARTICLE.  
28           2. RETALIATION AGAINST EMPLOYEES WHO REQUEST OR USE PAID SICK AND SAFE  
29 TIME IS PROHIBITED.  
30           3. EACH EMPLOYEE MAY FILE A COMPLAINT OR BRING A CIVIL ACTION IF THE  
31 EMPLOYER DENIES PAID SICK AND SAFE TIME OR THE EMPLOYEE IS RETALIATED AGAINST  
32 FOR REQUESTING OR TAKING PAID SICK AND SAFE TIME.  
33          B. AN EMPLOYER MAY COMPLY WITH THIS SECTION BY SUPPLYING EACH EMPLOYEE  
34 WITH A NOTICE THAT CONTAINS IN ENGLISH AND IN ANY LANGUAGE THAT IS THE FIRST  
35 LANGUAGE SPOKEN BY AT LEAST FIVE PER CENT OF THE EMPLOYER'S WORKFORCE THE  
36 INFORMATION THAT IS REQUIRED IN SUBSECTION A OF THIS SECTION.  
37          C. AN EMPLOYER MAY COMPLY WITH THIS SECTION BY DISPLAYING A POSTER IN  
38 A CONSPICUOUS AND ACCESSIBLE PLACE IN EACH ESTABLISHMENT WHERE EMPLOYEES ARE  
39 EMPLOYED THAT CONTAINS IN ENGLISH AND IN ANY LANGUAGE THAT IS THE FIRST  
40 LANGUAGE SPOKEN BY AT LEAST FIVE PER CENT OF THE EMPLOYER'S WORKFORCE THE  
41 INFORMATION THAT IS REQUIRED IN SUBSECTION A OF THIS SECTION.  
42          D. THE COMMISSION SHALL CREATE AND MAKE AVAILABLE TO EMPLOYERS POSTERS  
43 THAT CONTAIN THE INFORMATION THAT IS REQUIRED UNDER SUBSECTION A OF THIS  
44 SECTION FOR THEIR USE IN COMPLYING WITH THIS SECTION.

1           23-376. Employer records

2           A. AN EMPLOYER SHALL RETAIN RECORDS THAT DOCUMENT HOURS WORKED BY  
3 EMPLOYEES AND PAID SICK AND SAFE TIME TAKEN BY EMPLOYEES FOR A PERIOD OF AT  
4 LEAST FIVE YEARS AND SHALL ALLOW THE COMMISSION ACCESS TO THESE RECORDS, WITH  
5 APPROPRIATE NOTICE AND AT A MUTUALLY AGREEABLE TIME, TO MONITOR COMPLIANCE  
6 WITH THE REQUIREMENTS OF THIS ARTICLE.

7           B. IF A DISPUTE ARISES ABOUT AN EMPLOYEE'S ENTITLEMENT TO PAID SICK  
8 AND SAFE TIME UNDER THIS SECTION, AN EMPLOYER IS PRESUMED TO HAVE VIOLATED  
9 THIS ARTICLE, ABSENT CLEAR AND CONVINCING EVIDENCE TO THE CONTRARY, IF THE  
10 EMPLOYER DOES EITHER OF THE FOLLOWING:

11           1. FAILS TO MAINTAIN OR RETAIN ADEQUATE RECORDS THAT DOCUMENT HOURS  
12 WORKED BY THE EMPLOYEE AND PAID SICK AND SAFE TIME TAKEN BY THE EMPLOYEE.

13           2. DOES NOT ALLOW THE COMMISSION REASONABLE ACCESS TO THESE RECORDS.

14           23-377. Enforcement; civil penalty

15           A. THE COMMISSION SHALL IMPLEMENT AND ENFORCE THIS ARTICLE AND SHALL  
16 ADOPT RULES FOR THESE PURPOSES.

17           B. AN EMPLOYEE OR OTHER PERSON MAY REPORT TO THE COMMISSION ANY  
18 SUSPECTED VIOLATION OF THIS ARTICLE. THE COMMISSION SHALL KEEP CONFIDENTIAL  
19 THE NAME AND OTHER IDENTIFYING INFORMATION OF THE EMPLOYEE OR PERSON THAT  
20 REPORTS THE VIOLATION, EXCEPT THAT THE COMMISSION MAY DISCLOSE THIS  
21 INFORMATION AS AUTHORIZED BY THE EMPLOYEE OR OTHER PERSON AS NECESSARY TO  
22 ENFORCE THIS SECTION OR FOR OTHER APPROPRIATE PURPOSES.

23           C. A LAW ENFORCEMENT OFFICER OR ANY PRIVATE PARTY THAT IS INJURED BY A  
24 VIOLATION OF THIS ARTICLE MAY MAINTAIN A CIVIL ACTION TO ENFORCE THIS ARTICLE  
25 IN A COURT OF COMPETENT JURISDICTION.

26           D. ANY EMPLOYER THAT VIOLATES RECORD KEEPING, POSTING OR OTHER  
27 REQUIREMENTS THAT THE COMMISSION ESTABLISHES UNDER THIS ARTICLE IS SUBJECT TO  
28 A CIVIL PENALTY OF AT LEAST TWO HUNDRED FIFTY DOLLARS FOR A FIRST VIOLATION,  
29 AND AT LEAST FIVE HUNDRED DOLLARS FOR EACH SUBSEQUENT OR WILFUL VIOLATION AND  
30 MAY, IF THE COMMISSION OR COURT DETERMINES APPROPRIATE, BE SUBJECT TO SPECIAL  
31 MONITORING AND INSPECTIONS.

32           E. ANY EMPLOYER THAT FAILS TO PROVIDE PAID SICK AND SAFE TIME AS  
33 REQUIRED UNDER THIS ARTICLE SHALL PAY THE EMPLOYEE ANY WAGES OWING FOR THE  
34 PAID SICK AND SAFE TIME, INCLUDING INTEREST ON THE UNPAID WAGES, AND AN  
35 ADDITIONAL AMOUNT EQUAL TO TWICE THE AMOUNT OF THE PAID SICK AND SAFE TIME  
36 WAGES OWED TO THE EMPLOYEE. ANY EMPLOYER THAT RETALIATES AGAINST AN EMPLOYEE  
37 OR OTHER PERSON IN VIOLATION OF THIS ARTICLE SHALL PAY THE EMPLOYEE AN AMOUNT  
38 SET BY THE COMMISSION OR A COURT THAT IS SUFFICIENT TO COMPENSATE THE  
39 EMPLOYEE AND DETER FUTURE VIOLATIONS BUT AT LEAST ONE HUNDRED FIFTY DOLLARS  
40 FOR EACH DAY THAT THE VIOLATION CONTINUED UNTIL LEGAL JUDGMENT WAS FINAL.  
41 BOTH THE COMMISSION AND THE COURTS MAY ORDER PAYMENT OF ANY UNPAID WAGES DUE  
42 UNDER THIS SECTION AS PAID SICK AND SAFE TIME, OTHER AMOUNTS AND CIVIL  
43 PENALTIES AND ORDER ANY OTHER APPROPRIATE LEGAL OR EQUITABLE RELIEF FOR  
44 VIOLATIONS OF THIS ARTICLE. CIVIL PENALTIES SHALL BE RETAINED BY THE AGENCY

1 THAT RECOVERED THEM AND USED TO FINANCE ACTIVITIES TO ENFORCE THIS ARTICLE.  
2 A PREVAILING PLAINTIFF IS ENTITLED TO REASONABLE ATTORNEY FEES AND COSTS.

3 F. A CIVIL ACTION TO ENFORCE THIS ARTICLE MAY BE COMMENCED NO LATER  
4 THAN TWO YEARS AFTER A VIOLATION LAST OCCURS, OR THREE YEARS IN THE CASE OF A  
5 WILFUL VIOLATION, AND MAY ENCOMPASS ALL VIOLATIONS THAT OCCURRED AS PART OF A  
6 CONTINUING COURSE OF EMPLOYER CONDUCT REGARDLESS OF THE DATE OF OCCURRENCE.  
7 THE STATUTE OF LIMITATIONS MUST BE TOLLED DURING ANY INVESTIGATION OF AN  
8 EMPLOYER BY THE COMMISSION OR OTHER LAW ENFORCEMENT OFFICER, BUT THIS  
9 INVESTIGATION DOES NOT BAR A PERSON FROM BRINGING A CIVIL ACTION UNDER THIS  
10 ARTICLE.

11 23-378. Confidentiality

12 A. AN EMPLOYER MAY NOT REQUIRE DISCLOSURE OF DETAILS THAT RELATE TO  
13 DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING OR THE DETAILS OF AN EMPLOYEE'S  
14 MEDICAL CONDITION AS A CONDITION OF RECEIVING PAID SICK AND SAFE TIME LEAVE.

15 B. AN EMPLOYER SHALL NOT DISCLOSE EXCEPT TO THE AFFECTED EMPLOYEE OR  
16 WITH THE PERMISSION OF THE AFFECTED EMPLOYEE HEALTH INFORMATION OR  
17 INFORMATION THAT RELATES TO DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING  
18 ABOUT AN EMPLOYEE OR EMPLOYEE'S FAMILY MEMBER AND THIS INFORMATION SHALL BE  
19 TREATED AS CONFIDENTIAL.

20 Sec. 2. Effective date; effect on existing collective  
21 bargaining agreements

22 This act is effective from and after December 31, 2014. If an employer  
23 and employees have a collective bargaining agreement in effect on January 1,  
24 2015, this act applies to that employer and employees on the termination of  
25 the collective bargaining agreement.