

State of South Dakota

NINETIETH SESSION
LEGISLATIVE ASSEMBLY, 2015

832W0463

SENATE BILL NO. 156

Introduced by: Senators Buhl O'Donnell, Bradford, Frerichs, Heinert, Parsley, and Sutton and
Representatives Killer, Gibson, Hawks, Kirschman, and Soli

1 FOR AN ACT ENTITLED, An Act to require a minimum amount of paid sick leave for
2 employees.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

4 Section 1. That chapter 60-11 be amended by adding thereto a NEW SECTION to read as
5 follows:

6 Each employer shall provide an employee, who is continuously employed by the employer
7 for ninety days or more, with a minimum of one hour of paid sick leave for every thirty hours
8 an employee works. The paid sick leave shall begin to accrue on the employee's ninety-first day
9 of employment. The employee may use the paid sick leave for the employee's, the employee's
10 spouse, or the employee's child:

11 (1) Illness, injury, or health condition;

12 (2) Medical diagnosis, care, or treatment for a mental or physical illness, injury, or health
13 condition; or

14 (3) Preventive medical care.

15 The employee may use the paid sick leave when the employee is a victim of domestic abuse



1 or sexual violence for obtaining medical or psychological care, obtaining services from a victim
2 services organization, relocation, or for participation in any civil or criminal legal proceedings.

3 The employer may require the employee to provide up to seven days notice of intent to use
4 paid sick leave if the reason for taking the leave is foreseeable, and may require that the
5 employee provide notice of intent to use paid sick leave as soon as practicable if the reason for
6 taking the leave is not foreseeable. The employer may require the employee to provide
7 documentation to verify the reason for taking sick leave if the leave is for three or more
8 consecutive days.