

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 177

BY BUSINESS COMMITTEE

AN ACT

1 RELATING TO EMPLOYMENT CONTRACTS; AMENDING CHAPTER 9, TITLE 44, IDAHO CODE,
2 BY THE ADDITION OF A NEW SECTION 44-906, IDAHO CODE, TO SPECIFY CERTAIN
3 REQUIREMENTS REGARDING USE OF EARNED OR ACCRUED SICK LEAVE.
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5 Be It Enacted by the Legislature of the State of Idaho:

6 SECTION 1. That Chapter 9, Title 44, Idaho Code, be, and the same is
7 hereby amended by the addition thereto of a NEW SECTION, to be known and des-
8 ignated as Section 44-906, Idaho Code, and to read as follows:

9 44-906. USE OF EARNED OR ACCRUED SICK LEAVE. (1) It shall be unlawful
10 for an employer that offers sick leave to its employees to:

11 (a) Count earned or accrued sick leave taken in accordance with the em-
12 ployer's written sick leave policy as an absence that results in disci-
13 pline or any other adverse action; or

14 (b) Restrict an employee from using earned or accrued sick leave for the
15 employee's illness, injury, health condition, or need for medical diag-
16 nosis.

17 (2) Nothing in this section shall be construed as creating a new fi-
18 nancial obligation to an employee from an employer upon the employee's ter-
19 mination, resignation, retirement, or other separation from employment for
20 earned or accrued sick leave that has not been used.