

By: Senator(s) Turner-Ford

To: Public Health and  
Welfare; Judiciary, Division  
A

SENATE BILL NO. 2126

1 AN ACT TO CREATE THE HEALTHY AND SAFE FAMILIES AND WORKPLACES  
2 ACT; TO REQUIRE EMPLOYERS WITH 18 OR MORE EMPLOYEES TO PROVIDE  
3 THREE PAID SICK AND SAFE LEAVE DAYS IN 2020, FOUR PAID SICK AND  
4 SAFE LEAVE DAYS IN 2021 AND FIVE PAID SICK AND SAFE LEAVE DAYS PER  
5 YEAR THEREAFTER; TO ENUMERATE EXEMPTIONS TO THIS REQUIREMENT; TO  
6 ENUMERATE THE PURPOSES FOR WHICH SICK AND SAFE LEAVE TIME MAY BE  
7 USED AND DESCRIBE THE DOCUMENTATION AN EMPLOYER MAY REQUIRE; TO  
8 PREEMPT MUNICIPALITIES FROM IMPOSING REQUIREMENTS AT VARIANCE WITH  
9 THOSE IN THIS ACT; TO AUTHORIZE THE MISSISSIPPI ATTORNEY GENERAL  
10 TO PROMULGATE GUIDELINES AND REGULATIONS FOR THE IMPLEMENTATION  
11 AND ENFORCEMENT OF THIS ACT; TO FINE EMPLOYERS FOR VIOLATION OF  
12 THIS ACT; TO PROHIBIT EMPLOYERS FROM DISCLOSING OR REQUIRING THE  
13 DISCLOSURE OF PERSONAL DETAILS RELATED TO THE EMPLOYEE'S NEED FOR  
14 TAKING SICK AND SAFE LEAVE TIME; TO PROVIDE FOR THE DISSEMINATION  
15 OF INFORMATION REGARDING THE AVAILABILITY OF PAID SICK AND SAFE  
16 LEAVE TIME UNDER THIS ACT; TO PROVIDE ACCEPTABLE SCHEDULES OF PAID  
17 SICK AND SAFE LEAVE TIME FOR EMPLOYERS NOT WISHING TO TRACK  
18 EMPLOYEES' ACCRUAL OF SUCH TIME; AND FOR RELATED PURPOSES.

19 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

20 **SECTION 1. Short title.** This act shall be known and may be  
21 cited as the "Healthy and Safe Families and Workplaces Act."

22 **SECTION 2. Legislative purpose.** The purpose of this act is  
23 to ensure that employees in Mississippi can address their own  
24 health and safety needs, as well as the health and safety needs of  
25 their family members, by requiring employers to allow employees to  
26 earn a minimum level of paid leave time, including time to care



27 for their family members, and allow for ease and uniformity of  
28 administration for the business community in providing paid leave  
29 for their employees.

30 **SECTION 3. Definitions.** As used in the act, the following  
31 words and terms have the following meanings:

32 (a) "Care recipient" means a person for whom the  
33 employee is responsible for providing or arranging health- or  
34 safety-related care, including, but not limited to, helping the  
35 person obtain diagnostic, preventive, routine or therapeutic  
36 health treatment or ensuring the person is safe following domestic  
37 violence, sexual assault or stalking.

38 (b) "Child" means a biological, adopted or foster son  
39 or daughter, a stepson or stepdaughter, a legal ward, or a son or  
40 daughter of an employee who stands in loco parentis to that child.

41 (c) "Domestic violence" means certain crimes as defined  
42 in Section 97-3-7.

43 (d) "Employee" means any person suffered or permitted  
44 to work by an employer but shall not include:

45 (i) Any individual employed in domestic service or  
46 in or about a private home;

47 (ii) Any individual employed by the United States;

48 (iii) Any individual engaged in the activities of  
49 an educational, charitable, religious or nonprofit organization  
50 where the employer-employee relationship does not, in fact, exist,



51 or where the services rendered to the organizations are on a  
52 voluntary basis;

53 (iv) Newspaper deliverers on home delivery, shoe  
54 shiners in shoeshine establishments, caddies on golf courses, pin  
55 persons in bowling alleys and ushers in theatres;

56 (v) Traveling salespersons or outside  
57 salespersons;

58 (vi) Service performed by an individual in the  
59 employ of his or her son, daughter or spouse and service performed  
60 by a child under the age of twenty-one (21) in the employ of his  
61 or her father or mother;

62 (vii) Any individual employed between May 1 and  
63 October 1 in a resort establishment that regularly serves meals to  
64 the general public and that is open for business not more than six  
65 (6) months a year;

66 (viii) Any individual employed by an organized  
67 camp that does not operate for more than seven (7) months in any  
68 calendar year. However, this exemption does not apply to  
69 individuals employed by the camp on an annual, full-time basis.

70 "Organized camp" means any camp, except a trailer camp, having a  
71 structured program including, but not limited to, recreation,  
72 education and religious, or any combination of these;

73 (ix) Independent contractors, subcontractors, work  
74 study participants as described in 42 U.S.C. Section 2753.23, and



75 apprenticeships and interns as defined in Fair Labor Standards Act  
76 Section 3(g).

77 (e) "Employer" means any individual or entity that  
78 includes any individual, partnership, association, corporation,  
79 business trust or any person or group of persons acting directly  
80 or indirectly in the interest of an employer, in relation to an  
81 employee, but does not include the federal government, and  
82 provided that in determining the number of employees performing  
83 work for an employer as defined in 29 C.F.R. Section 791.2 of the  
84 federal Fair Labor Standards Act, 29 U.S.C. Section 201 et seq.,  
85 the total number of employees in that group shall be counted.

86 (f) "Family member" means a child, parent, spouse,  
87 mother-in-law, father-in-law, grandparent, grandchild, sibling,  
88 care recipient or member of the employee's household.

89 (g) "Health-care professional" means any person  
90 licensed under federal or Mississippi law to provide medical or  
91 emergency services, including, but not limited to: doctors,  
92 nurses and emergency room personnel.

93 (h) "Paid sick leave time" or "paid sick and safe leave  
94 time" means time that is compensated at the same hourly rate and  
95 with the same benefits, including health-care benefits, as the  
96 employee normally earns during hours worked and is provided by an  
97 employer to an employee for the purposes described in Section 6 of  
98 this act.



99 (i) "Parent" means a biological, foster or adoptive  
100 parent, a stepparent, a legal guardian, or other person who stands  
101 in loco parentis to the employee or the employee's spouse when he  
102 or she was a child.

103 (j) "Seasonal employee" means a person as defined in 26  
104 C.F.R. Section 54.4980H-1(a) (38).

105 (k) "Sexual assault" means a crime as defined in  
106 Section 97-3-65, 97-3-71, 97-3-95 or 97-5-23.

107 (l) "Sibling" means a brother or a sister, whether  
108 related through half blood, whole blood or adoption, a foster  
109 sibling, or a stepsibling.

110 (m) "Spouse" means a party to a marriage recognized  
111 under Mississippi law.

112 (n) "Stalking" means a crime as described in Section  
113 97-3-107.

114 (o) "Temporary employee" means any person working for,  
115 or obtaining employment pursuant to an agreement with any  
116 employment agency, placement service, or training school or  
117 center.

118 (p) "Unpaid sick time" is time that is used for the  
119 purposes described in Section 6 of this act.

120 (q) "Year" means a regular and consecutive  
121 twelve-month-period as determined by the employer.

122 **SECTION 4. Exemptions.** (1) Nothing in this act shall be  
123 construed to conflict with the provisions of the Food Code or the



124 Rules and Regulations pertaining to Reporting Infectious,  
125 Environmental and Occupational Diseases.

126 (2) Any employer with a paid leave time-off policy or paid  
127 sick and safe leave time policy who makes available at least  
128 twenty-four (24) hours during calendar year 2020, thirty-two (32)  
129 hours during calendar year 2021 and forty (40) hours per calendar  
130 year thereafter of paid time off or paid sick and safe leave time  
131 to employees or any employer who offers unlimited paid time off or  
132 paid sick and safe time is exempt from Section 5, subsections (1),  
133 (2), (3) and (5) of this act. Employers that provide at least  
134 twenty-four (24) hours during calendar year 2020, thirty-two (32)  
135 hours during calendar year 2021 and forty (40) hours per calendar  
136 year thereafter of paid sick or safe leave or paid time off that  
137 can be used for the purposes consistent with this act at the  
138 beginning of each benefit year do not need to track accrual, allow  
139 any carryover, or payout.

140 (3) Any employer that employs less than eighteen (18)  
141 employees as defined in this act is exempt from Section 5 of this  
142 act; provided, however, that any such employer shall not take an  
143 adverse action against an employee of the employer solely based  
144 upon the employee's use of up to twenty-four (24) hours during  
145 calendar year 2020, thirty-two (32) hours during calendar year  
146 2021 and forty (40) hours per calendar year thereafter, subject to  
147 Sections 6 and 10 of this act.



148 (4) Any employer is not required to provide any paid sick  
149 and/or safe leave time to any employees who are employed by a  
150 municipality or the state.

151 (5) Any employee licensed to practice nursing pursuant to  
152 Chapter 15 of Title 73 is not subject to the provisions of this  
153 act if the employee:

154 (a) Is employed by a health-care facility;

155 (b) Is under no obligation to work a regular schedule;

156 (c) Works only when he or she indicates that he or she  
157 is available to work and has no obligation to work when he or she  
158 does not indicate availability; and

159 (d) Receives higher pay than that paid to an employee  
160 of the same health-care facility performing the same job on a  
161 regular schedule.

162 **SECTION 5. Accrual of paid sick and safe leave time.** (1)

163 All employees employed by an employer of eighteen (18) or more  
164 employees in Mississippi shall accrue a minimum of one (1) hour of  
165 paid sick and safe leave time for every thirty-five (35) hours  
166 worked up to a maximum of twenty-four (24) hours during the  
167 calendar year of 2020, thirty-two (32) hours during calendar year  
168 2021 and up to a maximum of forty (40) hours per year thereafter,  
169 unless the employer chooses to provide a higher annual limit in  
170 both accrual and use. In determining the number of employees who  
171 are employed by an employer for compensation, all employees  
172 defined in Section 3(d) of this act shall be counted.



173 (2) Employees who are exempt from the overtime requirements  
174 under 29 U.S.C. Section 213(a)(1) of the federal Fair Labor  
175 Standards Act, 29 U.S.C. Section 201 et seq., will be assumed to  
176 work forty (40) hours in each workweek for purposes of paid sick  
177 and safe leave time accrual unless their normal workweek is less  
178 than forty (40) hours, in which case paid sick and safe leave time  
179 accrues based upon that normal workweek.

180 (3) Paid sick and safe leave time as provided in this act  
181 shall begin to accrue at the commencement of employment or  
182 pursuant to the law's effective date, July 1, 2020, whichever is  
183 later. An employer may provide all paid sick and safe leave time  
184 that an employee is expected to accrue in a year at the beginning  
185 of the year.

186 (4) An employer may require a waiting period for newly hired  
187 employees of up to ninety (90) days. During this waiting period,  
188 an employee shall accrue earned sick time pursuant to this section  
189 or the employer's policy, if exempt under Section 4(2) of this  
190 act, but shall not be permitted to use the earned sick time until  
191 after he or she has completed the waiting period.

192 (5) Paid sick and safe leave time shall be carried over to  
193 the following calendar year; however, an employee's use of paid  
194 sick and safe leave time provided under this act in each calendar  
195 year shall not exceed twenty-four (24) hours during calendar year  
196 2020 and thirty-two (32) hours during calendar year 2021 and forty  
197 (40) hours per year thereafter. Alternatively, in lieu of





198 carryover of unused earned paid sick and safe leave time from one  
199 year to the next, an employer may pay an employee for unused  
200 earned paid sick and safe leave time at the end of a year and  
201 provide the employee with an amount of paid sick and safe leave  
202 time that meets or exceeds the requirements of this act that is  
203 available for the employee's immediate use at the beginning of the  
204 subsequent year.

205 (6) Nothing in this act shall be construed as requiring  
206 financial or other reimbursement to an employee from an employer  
207 upon the employee's termination, resignation, retirement or other  
208 separation from employment for accrued paid sick and safe leave  
209 time that has not been used.

210 (7) If an employee is transferred to a separate division,  
211 entity or location within the state, but remains employed by the  
212 same employer as defined in 29 C.F.R. Section 791.2 of the federal  
213 Fair Labor Standards Act, 29 U.S.C. Section 201 et seq., the  
214 employee is entitled to all paid sick and safe leave time accrued  
215 at the prior division, entity or location and is entitled to use  
216 all paid sick and safe leave time as provided in this act. When  
217 there is a separation from employment and the employee is rehired  
218 within one hundred thirty-five (135) days of separation by the  
219 same employer, previously accrued paid sick and safe leave time  
220 that had not been used shall be reinstated. Further, the employee  
221 shall be entitled to use accrued paid sick and safe leave time and



222 accrue additional sick and safe leave time at the recommencement  
223 of employment.

224 (8) When a different employer succeeds or takes the place of  
225 an existing employer, all employees of the original employer who  
226 remain employed by the successor employer within the state are  
227 entitled to all earned paid sick and safe leave time they accrued  
228 when employed by the original employer, and are entitled to use  
229 earned paid sick and safe leave time previously accrued.

230 (9) At its discretion, an employer may loan sick and safe  
231 leave time to an employee in advance of accrual by such employee.

232 (10) Temporary employees shall be entitled to use accrued  
233 paid sick and safe leave time beginning on the one hundred  
234 eightieth calendar day following commencement of their employment,  
235 unless otherwise permitted by the employer. On and after the one  
236 hundred eightieth calendar day of employment, employees may use  
237 paid sick and safe leave time as it is accrued. During this  
238 waiting period, an employee shall accrue earned sick and safe  
239 leave time pursuant to this act, but shall not be permitted to use  
240 the earned sick and safe leave time until after he or she has  
241 completed the waiting period.

242 (11) Seasonal employees shall be entitled to use accrued  
243 paid sick and safe leave time beginning on the one hundred  
244 fiftieth calendar day following commencement of their employment,  
245 unless otherwise permitted by the employer. On and after the one  
246 hundred fiftieth calendar day of employment, employees may use



247 paid sick and safe leave time as it is accrued. During this  
248 waiting period, an employee shall accrue earned sick and safe  
249 leave time pursuant to this act, but shall not be permitted to use  
250 the earned sick and safe leave time until after he or she has  
251 completed the waiting period.

252 **SECTION 6. Use of paid sick and safe leave time.** (1) Paid  
253 sick and safe leave time shall be provided to an employee by an  
254 employer for:

255 (a) An employee's mental or physical illness, injury or  
256 health condition; an employee's need for medical diagnosis, care,  
257 or treatment of a mental or physical illness, injury or health  
258 condition; an employee's need for preventive medical care;

259 (b) Care of a family member with a mental or physical  
260 illness, injury or health condition; care of a family member who  
261 needs medical diagnosis, care or treatment of a mental or physical  
262 illness, injury or health condition; care of a family member who  
263 needs preventive medical care;

264 (c) Closure of the employee's place of business by  
265 order of a public official due to a public health emergency or an  
266 employee's need to care for a child whose school or place of care  
267 has been closed by order of a public official due to a public  
268 health emergency, or care for oneself or a family member when it  
269 has been determined by the health authorities having jurisdiction  
270 or by a health-care provider that the employee's or family  
271 member's presence in the community may jeopardize the health of



272 others because of their exposure to a communicable disease,  
273 whether or not the employee or family member has actually  
274 contracted the communicable disease; or

275 (d) Time off needed when the employee or a member of  
276 the employee's family is a victim of domestic violence, sexual  
277 assault or stalking.

278 (2) Paid sick and safe leave time shall be provided upon the  
279 request of an employee. Such request may be made orally, in  
280 writing, by electronic means, or by any other means acceptable to  
281 the employer. When possible, the request shall include the  
282 expected duration of the absence.

283 (3) When the use of paid sick and safe leave time is  
284 foreseeable, the employee shall provide notice of the need for  
285 such time to the employer in advance of the use of the sick and  
286 safe leave time and shall make a reasonable effort to schedule the  
287 use of sick and safe leave time in a manner that does not unduly  
288 disrupt the operations of the employer.

289 (4) An employer that requires notice of the need to use  
290 earned paid sick and safe leave time where the need is not  
291 foreseeable shall provide a written policy that contains  
292 procedures for the employee to provide notice. An employer that  
293 has not provided to the employee a copy of its written policy for  
294 providing such notice shall not deny earned paid sick and safe  
295 leave time to the employee based on noncompliance with such a  
296 policy.



297 (5) Unless otherwise in conflict with state or federal law  
298 or regulations, an employee may decide how much sick time to use;  
299 provided, however, that an employer may set a minimum increment  
300 for the use of sick time, not to exceed four (4) hours per day,  
301 provided such minimum increment is reasonable under the  
302 circumstances.

303 (6) For paid sick and safe leave time of more than three (3)  
304 consecutive work days, an employer may require reasonable  
305 documentation that the paid sick and safe leave time has been used  
306 for a purpose covered by subsection (1) of this section if the  
307 employer has notified the employee in writing of this requirement  
308 in advance of the employee's use of paid sick and safe time. An  
309 employer may not require that the documentation explain the nature  
310 of the illness or the details of the domestic violence, sexual  
311 assault or stalking unless required by existing government  
312 regulation or law. Nothing in this provision shall be construed  
313 to conflict with existing government regulation or law.

314 (a) An employer may require written documentation for  
315 an employee's use of earned sick time that occurs within two (2)  
316 weeks prior to an employee's final scheduled day of work before  
317 termination of employment.

318 (b) Documentation signed by a health-care professional  
319 indicating that paid sick leave time is necessary shall be  
320 considered reasonable documentation under subsection (1) of this  
321 section.



322 (c) One (1) of the following, of the employee's  
323 choosing, shall be considered reasonable documentation of an  
324 absence under subsection (1)(d) of this section:

325 (i) An employee's written statement that the  
326 employee or the employee's family member is a victim of domestic  
327 violence, sexual assault or stalking and that the leave taken was  
328 for one (1) of the purposes of subsection (1)(d) of this section;

329 (ii) A police report indicating that the employee  
330 or employee's family member was a victim of domestic violence,  
331 sexual assault or stalking;

332 (iii) A court document indicating that the  
333 employee or employee's family member is involved in legal action  
334 related to domestic violence, sexual assault or stalking; or

335 (iv) A signed statement from a victim and witness  
336 advocate affirming that the employee or employee's family member  
337 is receiving services from a victim services organization or is  
338 involved in legal action related to domestic violence, sexual  
339 assault or stalking.

340 (7) An employer's requirements for verification may not  
341 result in an unreasonable burden or expense on the employee and  
342 may not exceed privacy or verification requirements otherwise  
343 established by law.

344 (8) Paid sick and safe leave time cannot be used as an  
345 excuse to be late for work without an authorized purpose.



346 (9) If an employee is committing fraud or abuse by engaging  
347 in an activity that is not consistent with allowable purposes for  
348 paid sick and safe leave time in this section, an employer may  
349 discipline the employee, up to and including termination of  
350 employment for misuse of sick leave.

351 (10) If an employee is exhibiting a clear pattern of taking  
352 leave on days just before or after a weekend, vacation or holiday,  
353 an employer may discipline the employee for misuse of paid sick  
354 and safe leave time , unless the employee provides reasonable  
355 documentation that the paid sick and safe leave time has been used  
356 for a purpose covered by subsection (1) of this section.

357 (11) An employer may not require, as a condition of  
358 providing earned paid sick and safe time under this act, that the  
359 employee search for or find a replacement worker to cover the  
360 hours during which the employee is using paid sick and safe leave  
361 time. However, if an employee is absent from work for any reason  
362 listed in Section 6(1) of this act, and by mutual consent of the  
363 employer and the employee the employee works an equivalent number  
364 of additional hours or shifts during the same or the next pay  
365 period as the hours or shifts not worked due to reasons listed in  
366 Section 6(1) of this act, an employee shall not be required to use  
367 accrued and earned paid or unpaid sick time for the employee's  
368 absence during that time period, and the employer shall not be  
369 required to pay for sick time taken during the time period.



370           **SECTION 7. Uniformity.** No municipality shall establish,  
371 mandate, or otherwise require an employer to provide benefits in  
372 excess of those required under this act, including paid sick and  
373 safe leave time to its employees, other than the paid sick and  
374 safe leave time requirements provided by this act, or to apply  
375 sick and safe leave time policies to statutorily exempt employees  
376 and workers.

377           **SECTION 8. Regulations.** The Mississippi Attorney General  
378 shall coordinate implementation and enforcement of this act and  
379 shall promulgate appropriate guidelines or regulations for such  
380 purposes. All regulations to be drafted by the Mississippi  
381 Attorney General pursuant to this act shall conform with existing  
382 applicable regulations and statutes that govern this title.

383           **SECTION 9. Enforcement.** An employer who violates this act  
384 shall be liable for a civil penalty in an amount not less than One  
385 Hundred Dollars (\$100.00) for the first violation, and each  
386 subsequent violation shall be subject to the penalties under  
387 Section 71-1-53.

388           **SECTION 10. Confidentiality and nondisclosure.** An employer  
389 may not require disclosure of details relating to domestic  
390 violence, sexual assault, sexual contact or stalking or the  
391 details of an employee's or an employee's family member's health  
392 information as a condition of providing paid sick and safe leave  
393 time under this act. If an employer possesses health information  
394 or information pertaining to domestic violence, sexual assault,





395 sexual contact or stalking about an employee or employee's family  
396 member, such information shall be treated as confidential and not  
397 disclosed except to the affected employee or with the permission  
398 of the affected employee unless required by existing regulation or  
399 statute.

400 **SECTION 11. Greater sick and safe leave time policies.** (1)

401 Nothing in this act shall be construed in a manner to discourage  
402 or prohibit an employer from the adoption of a paid sick and safe  
403 leave time policy that provides greater rights or benefits than  
404 those provided pursuant to this act.

405 (2) Nothing in this act shall be construed as diminishing  
406 the obligation of an employer to comply with any contract,  
407 collective bargaining agreement, employment benefit plan or other  
408 agreement that provides greater sick and safe leave time to an  
409 employee than required in this act.

410 (3) Nothing in this act shall be construed as diminishing  
411 the rights of public employees regarding paid sick and safe leave  
412 time or use of sick and safe leave time as provided in the general  
413 laws.

414 **SECTION 12. Public education and outreach.** The Mississippi  
415 Attorney General shall develop and implement a multilingual  
416 outreach program to inform employers, employees, parents and  
417 persons who are under the care of a health-care provider about the  
418 availability of paid sick and safe leave time under this act.  
419 This program shall include the distribution of notices and other



420 written materials in English and in all languages spoken by more  
421 than five percent (5%) of Mississippi's population and any  
422 language deemed appropriate by the Mississippi Attorney General to  
423 all child-care and elder-care providers, domestic violence  
424 shelters or victim services organizations, schools, hospitals,  
425 community health centers and other health-care providers.

426 **SECTION 13. Allowable substitution of employers' sick and**

427 **safe leave time.** (1) Employers may have different paid leave  
428 policies for different groups of employees, provided that all  
429 policies meet the minimum requirements of this act.

430 (2) Employers that prefer not to track accrual of paid sick  
431 and safe leave time over the course of the benefit year may also  
432 use the following schedules for providing lump sums of sick leave  
433 or paid time off to their employees. Employers using these  
434 schedules will be in compliance even if an employee's hours vary  
435 from week to week. For employees working an average of:

436 (a) Thirty-seven and one-half (37.5) to forty (40)  
437 hours per week, provide eight (8) hours per month for five (5)  
438 months;

439 (b) Thirty (30) hours per week, provide five (5) hours  
440 per month for eight (8) months;

441 (c) Twenty-four (24) hours per week, provide four (4)  
442 hours per month for ten (10) months;

443 (d) Twenty (20) hours per week, provide four (4) hours  
444 per month for nine (9) months;



445 (e) Sixteen (16) hours per week, provide three (3)  
446 hours per month for ten (10) months;

447 (f) Ten (10) hours per week, provide two (2) hours per  
448 month for ten (10) months;

449 (g) Five (5) hours per week, provide one (1) hour per  
450 month for ten (10) months.

451 (3) In the case of an employer whose regular workday for  
452 full-time employees is less than eight (8) hours per day, if the  
453 employer provides five (5) days of paid sick and safe time leave  
454 consisting of the number of hours per day that constitute that  
455 full-time employee's workday and provides them at the beginning of  
456 the year, the employer shall be in compliance with this  
457 subsection.

458 (4) Employers that provide forty (40) or more hours of paid  
459 time off or vacation to employees that also may be used as paid  
460 sick and safe leave time, consistent with this section, shall not  
461 be required to provide additional sick leave time to employees who  
462 use all their sick and safe leave time for other purposes and have  
463 need of paid sick and safe leave time later in the year, provided  
464 that the employers' leave policies make clear that additional time  
465 will not be provided.

466 **SECTION 14. Severability.** If any provision of this act or  
467 any rule or regulation created under this act, or the application  
468 of any provision of this act to any person or circumstance, shall  
469 be held invalid by any court of competent jurisdiction, the



470 remainder of the act, rule or regulation and the application of  
471 such provision to other persons or circumstances shall not be  
472 affected thereby. The invalidity of any section or sections or  
473 parts of any section of this act shall not affect the validity of  
474 the remainder of this act and to this end the provisions of the  
475 act are declared to be severable.

476         **SECTION 15.** This act shall be codified as a new chapter in  
477 Title 71 of the Mississippi Code of 1972.

478         **SECTION 16.** This act shall take effect and be in force from  
479 and after July 1, 2020.

