



General Assembly

January Session, 2023

**Raised Bill No. 1178**

LCO No. 5181



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:  
(LAB)

***AN ACT EXPANDING CONNECTICUT PAID SICK DAYS.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 31-57r of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective July 1, 2023*):

3 As used in this section and sections 31-57s to 31-57w, inclusive, as  
4 amended by this act:

5 (1) "Child" means (A) a biological, adopted or foster child, stepchild,  
6 legal ward of [a service worker, or] an employee, (B) a child of [a service  
7 worker] an employee standing in loco parentis, [who is (A) under  
8 eighteen years of age; or (B) eighteen years of age or older and incapable  
9 of self-care because of a mental or physical disability] or (C) an  
10 individual to whom the employee stood in loco parentis when the  
11 individual was a child;

12 [(2) "Day or temporary worker" means an individual who performs  
13 work for another on (A) a per diem basis, or (B) an occasional or  
14 irregular basis for only the time required to complete such work,  
15 whether such individual is paid by the person for whom such work is

16 performed or by an employment agency or temporary help service, as  
17 defined in section 31-129;]

18 [(3)] (2) "Employee" means an individual engaged in service to an  
19 employer in the business of the employer, except that it does not include  
20 an employee who is a member of a construction-related trade person  
21 employee organization that is a party to a multi-employer health plan  
22 in which more than one employer is required to contribute to such plan  
23 and such plan is maintained pursuant to one or more collective  
24 bargaining agreements between a construction-related trade person  
25 employee organization or organizations and employers;

26 [(4)] (3) "Employer" means any person, firm, business, educational  
27 institution, nonprofit agency, corporation, limited liability company or  
28 other entity that employs [fifty or more individuals in the state, which  
29 shall be determined based on such person's, firm's, business',  
30 educational institution's, nonprofit agency's, corporation's, limited  
31 liability company's or other entity's payroll for the week containing  
32 October first, annually. "Employer" does not include: (A) Any business  
33 establishment classified in sector 31, 32 or 33 in the North American  
34 Industrial Classification System, or (B) any nationally chartered  
35 organization exempt from taxation under Section 501(c)(3) of the  
36 Internal Revenue Code of 1986, or any subsequent corresponding  
37 internal revenue code of the United States, as from time to time  
38 amended, that provides all of the following services: Recreation, child  
39 care and education] individuals in the state, except that it does not  
40 include an employer who participates in a multi-employer health plan  
41 in which more than one employer is required to contribute to such plan  
42 and such plan is maintained pursuant to one or more collective  
43 bargaining agreements between a construction-related trade person  
44 employee organization or organizations and employers;

45 (4) "Family member" means (A) a spouse, sibling, child, grandparent,  
46 grandchild or parent of an employee, or (B) an individual related to an  
47 employee by blood or affinity, whose close association with the  
48 employee is the equivalent of any such family relationship;

49 (5) "Family violence" has the same meaning as provided in section  
50 46b-38a;

51 (6) "Grandchild" means a grandchild related to a person by blood,  
52 marriage, adoption by a child of the grandparent or foster care by a child  
53 of the grandparent;

54 (7) "Parent" means a biological, foster or adoptive parent, stepparent,  
55 parent-in-law, legal guardian of an employee or an employee's spouse,  
56 an individual standing in loco parentis to an employee or an individual  
57 who stood in loco parentis to the employee when the employee was a  
58 child;

59 (8) "Paid sick leave" means paid time that is provided by an employer  
60 to an employee for the purposes described in section 31-57t, as amended  
61 by this act;

62 [(6)] (9) "Retaliatory personnel action" means any termination,  
63 suspension, constructive discharge, demotion, unfavorable  
64 reassignment, refusal to promote, disciplinary action or other adverse  
65 employment action taken by an employer against an employee; [or a  
66 service worker;]

67 [(7)] "Service worker" means an employee primarily engaged in an  
68 occupation with one of the following broad or detailed occupation code  
69 numbers and titles, as defined by the federal Bureau of Labor Statistics  
70 Standard Occupational Classification system or any successor system:  
71 (A) 11-9050 Food Service Managers; (B) 11-9110 Medical and Health  
72 Services Managers; (C) 21-1020 Social Workers; (D) 21-1093 Social and  
73 Human Service Assistants; (E) 21-1094 Community Health Workers; (F)  
74 21-1099 Community and Social Service Specialists, All Other; (G) 25-  
75 4020 Librarians; (H) 29-1050 Pharmacists; (I) 29-1070 Physician  
76 Assistants; (J) 29-1120 Therapists; (K) 29-1140 Registered Nurses; (L) 29-  
77 1150 Nurse Anesthetists; (M) 29-1160 Nurse Midwives; (N) 29-1170  
78 Nurse Practitioners; (O) 29-2020 Dental Hygienists; (P) 29-2040  
79 Emergency Medical Technicians and Paramedics; (Q) 29-2050 Health  
80 Practitioner Support Technologists and Technicians; (R) 29-2060

81 Licensed Practical and Licensed Vocational Nurses; (S) 31-1011 Home  
82 Health Aides; (T) 31-1012 Nursing Aides, Orderlies and Attendants; (U)  
83 31-1013 Psychiatric Aides; (V) 31-9091 Dental Assistants; (W) 31-9092  
84 Medical Assistants; (X) 33-9032 Security Guards; (Y) 33-9091 Crossing  
85 Guards; (Z) 35-1010 Supervisors of Food Preparation and Serving  
86 Workers; (AA) 35-2010 Cooks; (BB) 35-2020 Food Preparation Workers;  
87 (CC) 35-3010 Bartenders; (DD) 35-3020 Fast Food and Counter Workers;  
88 (EE) 35-3030 Waiters and Waitresses; (FF) 35-3040 Food Servers,  
89 Nonrestaurant; (GG) 35-9010 Dining Room and Cafeteria Attendants  
90 and Bartender Helpers; (HH) 35-9020 Dishwashers; (II) 35-9030 Hosts  
91 and Hostesses, Restaurant, Lounge and Coffee Shop; (JJ) 35-9090  
92 Miscellaneous Food Preparation and Serving Related Workers; (KK) 37-  
93 2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners;  
94 (LL) 37-2019 Building Cleaning Workers, All Other; (MM) 39-3030  
95 Ushers, Lobby Attendants and Ticket Takers; (NN) 39-5010 Barbers,  
96 Hairdressers, Hairstylists and Cosmetologists; (OO) 39-6010 Baggage  
97 Porters, Bellhops and Concierges; (PP) 39-9010 Child Care Workers;  
98 (QQ) 39-9021 Personal Care Aides; (RR) 41-1010 First-Line Supervisors  
99 of Sales Workers; (SS) 41-2011 Cashiers; (TT) 41-2021 Counter and  
100 Rental Clerks; (UU) 41-2030 Retail Salespersons; (VV) 43-3070 Tellers;  
101 (WW) 43-4080 Hotel, Motel and Resort Desk Clerks; (XX) 43-4170  
102 Receptionists and Information Clerks; (YY) 43-5020 Couriers and  
103 Messengers; (ZZ) 43-6010 Secretaries and Administrative Assistants;  
104 (AAA) 43-9010 Computer Operators; (BBB) 43-9020 Data Entry and  
105 Information Processing Workers; (CCC) 43-9030 Desktop Publishers;  
106 (DDD) 43-9040 Insurance Claims and Policy Processing Clerks; (EEE)  
107 43-9050 Mail Clerks and Mail Machine Operators, Except Postal Service;  
108 (FFF) 43-9060 Office Clerks, General; (GGG) 43-9070 Office Machine  
109 Operators, Except Computer; (HHH) 43-9080 Proofreaders and Copy  
110 Markers; (III) 43-9110 Statistical Assistants; (JJJ) 43-9190 Miscellaneous  
111 Office and Administrative Support Workers; (KKK) 51-3010 Bakers;  
112 (LLL) 51-3020 Butchers and Other Meat, Poultry and Fish Processing  
113 Workers; (MMM) 51-3090 Miscellaneous Food Processing Workers;  
114 (NNN) 53-3010 Ambulance Drivers and Attendants, Except Emergency  
115 Medical Technicians; (OOO) 53-3020 Bus Drivers; (PPP) 53-3040 Taxi

116 Drivers and Chauffeurs; or (QQQ) 29-2034 Radiologic Technologists,  
117 and is (i) paid on an hourly basis, or (ii) not exempt from the minimum  
118 wage and overtime compensation requirements of the Fair Labor  
119 Standards Act of 1938 and the regulations promulgated thereunder, as  
120 amended from time to time. "Service worker" does not include day or  
121 temporary workers;]

122 [(8)] (10) "Sexual assault" means any act that constitutes a violation of  
123 section 53a-70b of the general statutes, revision of 1958, revised to  
124 January 1, 2019, or section 53a-70, 53a-70a, 53a-71, 53a-72a, 53a-72b or  
125 53a-73a;

126 (11) "Sibling" means a brother or sister related to an employee by  
127 blood, marriage or adoption by a parent of the employee or by foster  
128 care placement;

129 [(9)] (12) "Spouse" means a husband or wife, as the case may be; and

130 [(10)] (13) "Year" means any three-hundred-sixty-five-day period  
131 used by an employer to calculate employee benefits.

132 Sec. 2. Section 31-57s of the general statutes is repealed and the  
133 following is substituted in lieu thereof (*Effective July 1, 2023*):

134 (a) Each employer shall provide paid sick leave annually to each of  
135 such employer's [service workers] employees in the state. Such paid sick  
136 leave shall accrue (1) beginning [January 1, 2012] July 1, 2023, or for [a  
137 service worker] an employee hired after said date, beginning on the  
138 [service worker's] employee's first date of employment, (2) at a rate of  
139 one hour of paid sick leave for each [forty] thirty hours worked by [a  
140 service worker] an employee, and (3) in one-hour increments up to a  
141 maximum of [forty] eighty hours per year. [Each service worker] An  
142 employer may provide its employees with a greater amount of paid sick  
143 leave or provide paid sick leave at a faster rate than required by this  
144 subsection. Each employee shall be entitled to carry over up to forty  
145 unused accrued hours of paid sick leave from the current year to the  
146 following year, but no [service worker] employee shall be entitled to use

147 more than the maximum number of accrued hours, as described in  
148 subdivision (3) of this subsection in any year. In lieu of carry over of  
149 unused paid sick leave from the current year to the following year, an  
150 employer may provide an employee with an amount of paid sick leave  
151 that meets or exceeds the requirements of this subsection that is  
152 available for the employee's immediate use at the beginning of the  
153 following year.

154 (b) [A service worker] An employee shall be entitled to the use of any  
155 accrued paid sick leave [upon the completion of the service worker's six-  
156 hundred-eightieth hour of employment from January 1, 2012, if the  
157 service worker was hired prior to January 1, 2012, or if hired after  
158 January 1, 2012, upon the completion of the service worker's six-  
159 hundred-eightieth hour of employment from the date of hire, unless the  
160 employer agrees to an earlier date. A service worker shall not be entitled  
161 to the use of accrued paid sick leave if such service worker did not work  
162 an average of ten or more hours per week for the employer in the most  
163 recent complete quarter] as it is accrued.

164 (c) An employer shall be deemed to be in compliance with this section  
165 if the employer offers any other paid leave, or combination of other paid  
166 leave that (1) may be used for the purposes of, and under the same  
167 conditions provided in, section 31-57t, as amended by this act, and (2) is  
168 accrued in total at a rate equal to or greater than the rate described in  
169 [subsections] subsection (a) [and (b)] of this section. For the purposes of  
170 this subsection, "other paid leave" may include, but need not be limited  
171 to, paid vacation, personal days or paid time off.

172 (d) Each employer shall pay each [service worker] employee for paid  
173 sick leave at a pay rate equal to [the greater of either] (1) the normal  
174 hourly wage for that [service worker] employee, or (2) the minimum fair  
175 wage rate under section 31-58 in effect for the pay period during which  
176 the employee [used] uses paid sick leave, whichever is greater. For any  
177 [service worker] employee whose hourly wage varies depending on the  
178 work performed by the [service worker] employee, "normal hourly  
179 wage" means the average hourly wage of the [service worker] employee

180 in the pay period prior to the one in which the [service worker used]  
181 employee uses paid sick leave.

182 [(e) Notwithstanding the provisions of this section and sections 31-  
183 57t to 31-57w, inclusive, and upon the mutual consent of the service  
184 worker and employer, a service worker who chooses to work additional  
185 hours or shifts during the same or following pay period, in lieu of hours  
186 or shifts missed, shall not use accrued paid sick leave.]

187 (e) An employee who is exempt from overtime requirements under  
188 the provisions of 29 USC 213(a)(1), as amended from time to time, shall  
189 be presumed to work forty hours each work week for purposes of paid  
190 sick leave accrual, except each such employee, whose normal work  
191 week is less than forty hours, shall accrue paid sick leave based upon  
192 the hours worked in such normal work week.

193 (f) (1) If an employee is transferred by an employer to another  
194 division, entity or worksite but remains employed by such employer,  
195 such employee shall retain and may use all paid sick leave accrued or  
196 received by the employee while working at such prior division, entity  
197 or worksite.

198 (2) If another employer succeeds or takes the place of an existing  
199 employer, each employee of the original employer who remains  
200 employed by such other successor employer shall retain and may use  
201 all paid sick leave accrued or received while employed by the original  
202 employer.

203 (g) No employer shall require an employee to search for or find a  
204 replacement to work the hours for which such employee is using paid  
205 sick leave.

206 [(f)] (h) No employer shall (1) terminate any employee, (2) dismiss  
207 any employee, or (3) transfer any employee from one worksite to  
208 another solely in order to not qualify as an employer, as defined in  
209 section 31-57r, as amended by this act.

210 (i) For the purposes of sections 31-57r to 31-57w, inclusive, as  
211 amended by this act, relating to the accrual and use of paid sick leave,  
212 the Personal Care Attendant Workforce Council established under  
213 section 17b-706a shall be considered an employer of any personal care  
214 attendants, as defined in section 17b-706.

215 Sec. 3. Section 31-57t of the general statutes is repealed and the  
216 following is substituted in lieu thereof (*Effective July 1, 2023*):

217 (a) An employer shall permit [a service worker] an employee to use  
218 the paid sick leave accrued pursuant to section 31-57s, as amended by  
219 this act:

220 (1) For (A) [a service worker's] an employee's illness, injury or health  
221 condition, (B) the medical diagnosis, care or treatment of [a service  
222 worker's] an employee's mental [illness] or physical illness, injury or  
223 health condition, or (C) preventative medical care for [a service worker]  
224 an employee for mental or physical health;

225 (2) For (A) [a service worker's child's or spouse's] an employee's  
226 family member's illness, injury or health condition, (B) the medical  
227 diagnosis, care or treatment of [a service worker's child's or spouse's] an  
228 employee's family member's mental or physical illness, injury or health  
229 condition, or (C) preventative medical care for [a child or spouse of a  
230 service worker; and] an employee's family member for mental or  
231 physical health;

232 (3) For (A) closure, by order of a public official due to a public health  
233 emergency, of (i) an employer's place of business, or (ii) a family  
234 member's school or place of care, or (B) determination, by (i) a health  
235 authority having jurisdiction, (ii) employer of the employee, (iii)  
236 employer of a family member, or (iv) a health care provider, that such  
237 employee or family member poses a risk to the health of others due to  
238 such employee or family member's exposure to a communicable illness,  
239 whether or not the employee or family member contracted the  
240 communicable illness; and



241 [(3)] (4) Where [a service worker] an employee or an employee's  
242 family member is a victim of family violence or sexual assault (A) for  
243 medical care or psychological or other counseling for physical or  
244 psychological injury or disability, (B) to obtain services from a victim  
245 services organization, (C) to relocate due to such family violence or  
246 sexual assault, or (D) to participate in any civil or criminal proceedings  
247 related to or resulting from such family violence or sexual assault.

248 (b) If [a service worker's] an employee's need to use paid sick leave is  
249 foreseeable, an employer may require advance notice, not to exceed  
250 seven days prior to the date such leave is to begin, of the intention to use  
251 such leave. If [a service worker's] an employee's need for such leave is  
252 not foreseeable, an employer may require [a service worker] an  
253 employee to give notice of such intention as soon as practicable. For paid  
254 sick leave of three or more consecutive days, an employer may require  
255 reasonable documentation that such leave is being taken for one of the  
256 purposes permitted under subsection (a) of this section. If such leave is  
257 permitted under subdivision (1) or (2) of subsection (a) of this section,  
258 documentation signed by a health care provider who is treating the  
259 [service worker] employee or [the service worker's child or spouse] an  
260 employee's family member indicating the need for the number of days  
261 of such leave shall be considered reasonable documentation. If such sick  
262 leave is permitted under subdivision (3) of subsection (a) of this section,  
263 a written statement from an employee affirming that such employee is  
264 using or has used paid sick leave for the purpose of said subdivision  
265 shall be considered reasonable documentation. Such written statement  
266 may be written in the employee's primary language and need not be  
267 notarized or in any particular format. If such leave is permitted under  
268 subdivision [(3)] (4) of subsection (a) of this section, a court record or  
269 documentation signed by [a service worker] an employee or volunteer  
270 working for a victim services organization, an attorney, a police officer  
271 or other counselor involved with the [service worker] employee shall be  
272 considered reasonable documentation. An employer may not require an  
273 employee to provide any documentation to explain the nature of the  
274 illness or the details of the family violence or sexual assault. If an

275 employer requires an employee to provide documentation for paid sick  
276 leave under this section and (1) such employer does not offer health  
277 insurance to the employee, such employer shall pay all out-of-pocket  
278 expenses the employee incurs in obtaining the documentation, or (2) if  
279 an employee has health insurance, the employer shall pay any costs  
280 charged to such employee by the employee's health care provider for  
281 providing the specific documentation required by the employer. The  
282 employer shall pay any costs charged to an employee for documentation  
283 of family violence or sexual assault required by the employer.

284 (c) Nothing in sections 31-57s to 31-57w, inclusive, as amended by  
285 this act, shall be deemed to require any employer to provide paid sick  
286 leave for [a service worker's] an employee's leave for any purpose other  
287 than those described in this section.

288 (d) Unless an employee policy or collective bargaining agreement  
289 provides for the payment of accrued fringe benefits upon termination,  
290 no [service worker] employee shall be entitled to payment of unused  
291 accrued paid sick leave under this section upon termination of  
292 employment.

293 (e) Nothing in sections 31-57s to 31-57w, inclusive, as amended by  
294 this act, shall be construed to prohibit an employer from taking  
295 disciplinary action against [a service worker] an employee who uses  
296 paid sick leave provided under sections 31-57s to 31-57w, inclusive, as  
297 amended by this act, for purposes other than those described in this  
298 section.

299 Sec. 4. Section 31-57u of the general statutes is repealed and the  
300 following is substituted in lieu thereof (*Effective July 1, 2023*):

301 (a) Nothing in sections 31-57s to 31-57w, inclusive, as amended by  
302 this act, shall be construed to (1) prevent employers from providing  
303 more paid sick leave than is required under said sections, [31-57s to 31-  
304 57w, inclusive,] (2) diminish any rights provided to any employee [or  
305 service worker] under a collective bargaining agreement, or (3) preempt  
306 or override the terms of any collective bargaining agreement effective

307 prior to January 1, 2012.

308 (b) Nothing in sections 31-57s to 31-57w, inclusive, as amended by  
309 this act, shall be construed to prohibit an employer (1) from establishing  
310 a policy whereby [a service worker] an employee may donate unused  
311 accrued paid sick leave to another [service worker] employee, and (2)  
312 who provides more paid sick leave than is required under sections 31-  
313 57s to 31-57w, inclusive, as amended by this act, for the purposes  
314 described in subdivision (1) of subsection (a) of section 31-57t, as  
315 amended by this act, from limiting the amount of such sick leave [a  
316 service worker] an employee may use for other purposes.

317 (c) Any termination of [a service worker's] an employee's  
318 employment by an employer, whether voluntary or involuntary, shall  
319 be construed as a break in service. Should any [service worker]  
320 employee subsequently be rehired by the employer following a break in  
321 service, the [service worker] employee shall (1) begin to accrue sick  
322 leave [in accordance with section 31-57s] immediately upon rehire, and  
323 (2) shall not be entitled to any unused hours of paid sick leave that had  
324 been accrued prior to the [service worker's] employee's break in service,  
325 [unless agreed to by the employer.]

326 Sec. 5. Section 31-57v of the general statutes is repealed and the  
327 following is substituted in lieu thereof (*Effective July 1, 2023*):

328 (a) No employer shall take retaliatory personnel action or  
329 discriminate against an employee because the employee (1) requests or  
330 uses paid sick leave either in accordance with sections 31-57s, as  
331 amended by this act, and 31-57t, as amended by this act, or in  
332 accordance with the employer's own paid sick leave policy, as the case  
333 may be, or (2) files a complaint with the Labor Commissioner alleging  
334 the employer's violation of sections 31-57s to 31-57w, inclusive, as  
335 amended by this act.

336 (b) The Labor Commissioner shall advise any employee who (1) is  
337 covered by a collective bargaining agreement that provides for paid sick  
338 days, and (2) files a complaint pursuant to subsection (a) of this section

339 of [his or her] the employee's right to pursue a grievance with [his or  
340 her] the employee's collective bargaining agent.

341 (c) Any employee aggrieved by a violation of the provisions of  
342 sections 31-57s to 31-57w, inclusive, as amended by this act, may file a  
343 complaint with the Labor Commissioner. Upon receipt of any such  
344 complaint, said commissioner may hold a hearing. After the hearing,  
345 any employer who is found by the Labor Commissioner, by a  
346 preponderance of the evidence, to have violated the provisions of  
347 subsection (a) of this section shall be liable to the Labor Department for  
348 a civil penalty of five hundred dollars for each violation. Any employer  
349 who is found by the Labor Commissioner, by a preponderance of the  
350 evidence, to have violated the provisions of sections 31-57s to 31-57u,  
351 inclusive, as amended by this act, or section 31-57w, as amended by this  
352 act, shall be liable to the Labor Department for a civil penalty of up to  
353 one hundred dollars for each violation. The Labor Commissioner may  
354 award the employee all appropriate relief, including the payment for  
355 used paid sick leave, rehiring or reinstatement to the employee's  
356 previous job, payment of back wages and reestablishment of employee  
357 benefits to which the employee otherwise would have been eligible if  
358 the employee had not been subject to such retaliatory personnel action  
359 or discriminated against. Any party aggrieved by the decision of the  
360 commissioner may appeal the decision to the Superior Court in  
361 accordance with the provisions of chapter 54.

362 (d) The Labor Commissioner, the Attorney General, any person  
363 aggrieved by a violation of any provision of sections 31-57s to 31-57w,  
364 inclusive, as amended by this act, or any entity whose member of which  
365 is aggrieved by a violation of said sections, may bring a civil action in  
366 the Superior Court against the employer for such violation. Such action  
367 may be brought by a person aggrieved by a violation of this section  
368 without first filing an administrative complaint.

369 ~~[(d)]~~ (e) The Labor Commissioner shall administer this section within  
370 available appropriations.

371 Sec. 6. Section 31-57w of the general statutes is repealed and the  
372 following is substituted in lieu thereof (*Effective July 1, 2023*):

373 (a) Each employer subject to the provisions of section 31-57s, as  
374 amended by this act, shall, at the time of hiring, provide notice to each  
375 [service worker] employee (1) of the entitlement to paid sick leave for  
376 [service workers] employees, the amount of paid sick leave provided to  
377 [service workers] employees and the terms under which paid sick leave  
378 may be used, (2) that retaliation by the employer against the [service  
379 worker] employee for requesting or using paid sick leave for which the  
380 [service worker] employee is eligible is prohibited, and (3) that the  
381 [service worker] employee has a right to file a complaint with the Labor  
382 Commissioner or bring a civil action in the Superior Court for any  
383 violation of this section and of sections 31-57s to 31-57v, inclusive, as  
384 amended by this act. [Employers may] Each employer shall comply with  
385 the provisions of this section by (A) displaying a poster in a conspicuous  
386 place, accessible to [service workers] employees, at the employer's place  
387 of business that contains the information required by this section in both  
388 English and Spanish, [. The Labor Commissioner may adopt  
389 regulations, in accordance with chapter 54, to establish additional  
390 requirements concerning the means by which employers shall provide  
391 such notice. The Labor Commissioner shall administer this section  
392 within available appropriations.] for employers that do not maintain a  
393 physical workplace or for employees that telework or perform work  
394 through a web-based or application-based platform, employers shall  
395 comply with the provisions of this section by sending such information  
396 via electronic communication or by a conspicuous posting of such  
397 information on a web-based or application-based platform, and (B)  
398 providing written notice to each employee not later than January 1, 2024,  
399 or at the time of hire, whichever is later. The Labor Commissioner shall  
400 create a model of such poster and written notice available to all  
401 employers on the Labor Department's Internet web site.

402 (b) Each employer shall include in the record required under section  
403 31-13a, (1) the number of hours, if any, of paid sick leave accrued by or  
404 provided to the employee, and (2) the number of hours, if any, of paid

405 sick leave used by the employee during the calendar year. Each  
406 employer shall retain such records for a period of three years and shall  
407 allow the Labor Commissioner, with appropriate notice and at a  
408 mutually agreeable time, access to such record in order to monitor  
409 compliance with the requirements of this section. If an employer does  
410 not retain adequate records documenting hours worked by an employee  
411 and paid sick leave used by such employee or does not allow reasonable  
412 access to such records, it shall be presumed that such employer has  
413 violated this section, provided there is not clear and convincing  
414 evidence otherwise.

415 (c) The Labor Commissioner may adopt regulations, in accordance  
416 with the provisions of chapter 54, to implement the provisions of this  
417 section and sections 31-57s to 31-57v, inclusive, as amended by this act.

418 (d) The Labor Commissioner may develop and implement a  
419 multilingual outreach program in order to inform employees, parents  
420 and persons who are under the care of a health care provider about the  
421 availability of paid sick leave. Such program shall include the  
422 distribution of notices and other written materials to all providers of  
423 child care services, as described in section 19a-77, elder care providers,  
424 domestic violence shelters, local and regional boards of education and  
425 governing entities of nonpublic schools, hospitals, community health  
426 centers and other health care providers. Such materials shall be in  
427 English, Spanish and any language that is the first language spoken by  
428 not less than five per cent of the state's population.

429 (e) The Labor Commissioner shall administer this section within  
430 available appropriations.

431 Sec. 7. Subsection (a) of section 31-397 of the general statutes is  
432 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
433 *2023*):

434 (a) The Labor Commissioner, in consultation with the Commissioner  
435 of Public Health, shall encourage the development of occupational  
436 health clinics by making grants-in-aid to public and nonprofit

437 organizations. Such grants-in-aid shall be used to facilitate the  
 438 development and operation of such clinics, including, but not limited to,  
 439 preproject development, site acquisition, development, improvement  
 440 and operating expenses. Such grants-in-aid may be used for activities  
 441 involved in occupational disease evaluation, treatment and prevention,  
 442 particularly when such activities are not compensated by other sources.  
 443 Priority for such grants-in-aid may be given to organizations providing  
 444 services for working age populations, including, but not limited to,  
 445 migrant and contingent workers, where health disparities or work  
 446 structure interfere with the provision of occupational health care  
 447 services. Such grants-in-aid shall not be used to compensate any  
 448 occupational health clinic for any activities that utilize commercial  
 449 services or involve grants or contracts received from an outside party.  
 450 The commissioner shall consult with the Occupational Health Clinics  
 451 Advisory Board prior to making any such grant. For purposes of this  
 452 subsection, "contingent worker" means an individual whose  
 453 employment is of a temporary and sporadic nature and may include,  
 454 but not be limited to, (1) an agricultural worker, (2) an independent  
 455 contractor, as defined in section 36a-485, or [a day or temporary worker,  
 456 as defined in section 31-57r] (3) an individual who performs work for  
 457 another on (A) a per diem basis, or (B) an occasional or irregular basis  
 458 for only the time required to complete such work, whether such  
 459 individual is paid by the person for whom such work is performed or  
 460 by an employment agency or temporary help service, as defined in  
 461 section 31-129.

This act shall take effect as follows and shall amend the following sections:		
Section 1	July 1, 2023	31-57r
Sec. 2	July 1, 2023	31-57s
Sec. 3	July 1, 2023	31-57t
Sec. 4	July 1, 2023	31-57u
Sec. 5	July 1, 2023	31-57v
Sec. 6	July 1, 2023	31-57w
Sec. 7	July 1, 2023	31-397(a)

**Statement of Purpose:**

To expand Connecticut paid sick days' law to (1) cover all private-sector employers and employees, (2) broaden the range of family members employees may use leave for, (3) increase rate at which employees accrue leave, (4) broaden reasons employees may use leave, and (5) increase the maximum amount of hours an employee may accrue.

*[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]*