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## **OLR Bill Analysis**

### **sHB 5469**

#### ***AN ACT CONCERNING FLEXIBLE HOLIDAYS FOR STATE EMPLOYEES.***

#### **SUMMARY**

This bill generally allows full-time permanent state employees to take two flexible paid holidays each calendar year, as long as they work on two legal holidays instead. They may use the flexible holidays for any reason they need, including religious holidays and cultural festivals, with no restrictions on which legal holidays they may replace with their flexible holidays (it unclear how this provision would apply to positions that require on-site work if the work site is closed for the legal holiday).

Under the bill, a flexible holiday cannot be deducted from an employee's vacation or sick leave credits, and unused flexible holidays in a calendar year do not accumulate. The bill requires the administrative services commissioner to issue regulations to implement the bill's provisions.

By law, the state's legal holidays include New Year's Day, Martin Luther King, Jr. Day, Lincoln Day, Washington's Birthday, Memorial Day, Juneteenth Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Christmas, and any days designated by the governor or the U.S. President as a day of thanksgiving, fasting, or religious observance (CGS § 1-4).

(Because collective bargaining agreements set the terms for paid holidays for most state employees, and supersede any conflicting provisions in state statute (CGS § 5-278(e)), it appears that the bill's provisions would apply only to full-time permanent state employees who are not covered by a collective bargaining agreement.)

EFFECTIVE DATE: October 1, 2024

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable

Yea 11 Nay 1 (03/21/2024)