

# CONNECTICUT

## Connecticut Enacts Significant Expansion of Paid Sick Leave

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Connecticut Gov. Ned Lamont has signed into law [amendments](#) to the state's paid sick leave (PSL) law that require paid sick leave for nearly all Connecticut workers by 2027. The amendments phase in coverage in stages, applying the leave mandate to successively smaller employers year by year. The revisions also modify the PSL law in other ways, including increasing employees' accrual rate and adding to the law's reasons for taking leave. These additional changes take effect Jan. 1, 2025.

### Covered Employers and Workers

The current Connecticut PSL law is unusual in that it applies only to "service workers," identified by occupation code numbers and titles used by the federal Bureau of Labor Statistics. The current law is further limited by covering only employers with 50 or more employees and exempting nonprofit organizations.

The amendments broadly apply the PSL entitlement to employees, with exceptions only for collectively bargained construction workers with multiemployer health plans and seasonal workers, defined as those who work fewer than 121 days annually.

The revised law will also bring all Connecticut employers under the PSL mandate according to the following schedule:

- Jan. 1, 2025: Employers with 25 or more employees in the state;
- Jan. 1, 2026: Employers with 11 or more employees in the state; and
- Jan. 1, 2027: Employers with one or more employees in the state .

An employer's number of employees will be determined by its annual payroll for the week containing Jan. 1.

### Accrual and Carryover of PSL

Under the revisions, employees will start to accrue PSL on the date the employer becomes covered by the law or the employee's first day of employment—whichever is later. Leave will accrue at the rate of one hour for every 30 hours worked (up from 40 hours in the current law), with a maximum accrual of 40 hours per year.

### Highlights

- Connecticut has passed amendments to the state's paid sick leave law, expanding the law's coverage to most employers and employees.
- PSL will apply to employers of different sizes, beginning Jan. 1, 2025, and continuing through Jan. 1, 2027.
- The amendments impose new notice, posting and recordkeeping requirements, effective Jan. 1, 2025.

***Notice and posting requirements apply to employers beginning Jan. 1, 2025.***

Employers will be allowed to cap employee use of PSL at 40 hours per year. Unused PSL will carry over into the next year, up to a maximum of 40 hours. However, employers can avoid carryover by frontloading 40 hours at the beginning of the following year.

### **PSL Use**

Employees must be allowed to use their accrued PSL by their 120<sup>th</sup> calendar day of employment for specified reasons related to their health and well-being and that of their family members, who are defined expansively in the amendments. The changes also added the following public health reasons for taking PSL:

- For closure by order of a public official, due to a public health emergency, of either an employer's place of business or a family member's school or place of care; and
- For a health official's determination that the employee or a family member poses a risk to public health due to exposure to a communicable illness.

In addition, safe leave was extended to employees whose family members are victims of family violence or sexual assault.

### **Compensation**

Employees on PSL must be paid their normal wage or minimum wage, whichever is greater. The normal wage of a worker with variable hours is the average hourly wage in the pay period before the leave.

Exempt employees are presumed to work 40 hours per week unless they normally work fewer hours, in which case they accrue PSL based on their regular hours.

The law does not require payout of unused accrued PSL at termination of employment.

### **Notice and Documentation**

Employers are required to post a workplace notice advising employees of their PSL rights in Spanish and English. Employers must additionally provide written notice of these rights to each employee by Jan. 1, 2025, or at the time of hire, if later. The state labor commissioner is charged with creating a model poster and notice for employer use. The notice requirements may be satisfied electronically for remote work.

The amendments removed all notice and documentation requirements for employees from the law. Furthermore, the bill specifically prohibits employers from requesting documentary proof that an employee's PSL was taken for a qualifying reason.

### **Recordkeeping**

Under the revised law, employers must maintain a record of:

- The number of hours of paid sick leave accrued by or provided to the employee; and
- The number of hours of paid sick leave used by the employee during the calendar year.

Records must be maintained for three years, and violations are subject to a civil penalty of \$100 per violation.

### **Collective Bargaining Agreements**

The current PSL law states that it may not be construed to diminish employee rights under any collective bargaining agreement or preempt collective bargaining agreements effective before Jan. 1, 2012. The amendments add that the law does not preempt collective bargaining agreements for family child care providers or personal care attendants entered into on or after July 1, 2012.