



**Governor Ned Lamont
State of Connecticut**



FACT SHEET
2023 Legislative Session

**HOUSE BILL 6668
*AN ACT MODERNIZING THE PAID SICK LEAVE STATUTES***

Connecticut was the first state in the country to provide paid sick days, with Public Act 11-52 in 2011. That law requires certain employers with at least 50 employees to provide up to 40 hours of paid sick leave to “service workers” in certain specified occupations, reaching approximately 10% of workers statewide.

The Problem

Too many Connecticut residents are forced to make the difficult decision of whether to give up their day’s paycheck – or even their job – when they have an illness, need to care for a family member with an illness, or need care for themselves or a family member due to violence or sexual assault. This is because employees other than service workers, as well as employees working for companies of fewer than 50 employees, are not currently covered by Connecticut’s paid sick days law. The current law is also narrow in who qualifies as a “family member” that an employee can care for and does not address pandemic- and remote work-related issues that may arise. Our pioneer status in creating paid sick leave has now been overshadowed by our neighboring states’ more progressive solutions.

Governor Lamont’s Solution

Expanding Paid Sick Days

- All employers with 11 or more employees must provide paid sick leave of at least up to 40 hours per year.
- All employers with 10 or fewer employees must provide unpaid but job-protected sick leave of at least up to 40 hours per year.
- Family members whom employers may care for with sick days have been expanded, e.g., to include parents and domestic partners.

Strengthening Employee Protections

- Employers may not require employees to search for a replacement as a condition of granting sick leave.
- Employees retain their accrued sick leave hours despite transfers to different worksites or roles, and despite a change in ownership of the employer.

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Safeguarding Employer Rights

- Employers may require reasonable documentation for sick leave of three or more consecutive days, including that signed by a health care provider.
- Nothing in the statute may be construed to prohibit an employer from taking disciplinary action against an employee who uses sick leave for some reason not permitted by law.

Adapting to a Post-Pandemic World

- Employers may take sick leave in certain instances related to a public health emergency, e.g., because of closure of an employee's office by a public health authority, or the closure a family member's child care facility.