



General Assembly
January Session, 2001

Committee Bill No. 5860
LCO No. 4426

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

AN ACT CONCERNING THE USE OF ACCRUED SICK TIME FOR PAID FAMILY AND MEDICAL LEAVE.

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

1 Section 1. Section 5-247 of the general statutes is repealed and the
2 following is substituted in lieu thereof:

3 (a) Each appointing authority shall grant [, on account of illness or
4 injury,] to each full-time employee in a permanent position in the state
5 service who has furnished satisfactory proof of [such] (1) illness or
6 injury to the employee or to a child, spouse or parent of the employee,
7 or (2) the birth or adoption of a child of the employee, such sick leave
8 with pay as has accrued to [his] the employee's credit at the rate of one
9 and one-quarter working days for each completed calendar month of
10 continuous full-time service which may be computed on an hourly
11 basis. Hourly computation of sick leave shall not diminish benefit
12 entitlement. On or before October 1, 1980, the Commissioner of
13 Administrative Services shall adopt regulations, in accordance with
14 chapter 54, concerning the accrual, prorating and granting of sick leave
15 with pay to other employees in the state service and extending sick
16 leave with pay or with part pay for longer periods to full-time

17 permanent employees disabled through illness or injury. Such
18 regulations shall specify that such other employees are entitled to use
19 any accumulated sick leave upon the birth or adoption of a child of
20 such employee, or upon the illness or injury of a child, spouse or
21 parent of such employee. Each such employee who retires under the
22 provisions of chapter 66 shall be compensated, effective as of the date
23 of [his] retirement, at the rate of one-fourth of such employee's salary
24 for sick leave accrued to [his] such employee's credit as of [his] such
25 employee's last day on the active payroll up to a maximum payment
26 equivalent to sixty days' pay. Such payment for accumulated sick leave
27 shall not be included in computing retirement income and shall be
28 charged by the State Comptroller to the department, agency or
29 institution in which the employee worked.

30 Sec. 2. Subsection (b) of section 5-248a of the general statutes is
31 repealed and the following is substituted in lieu thereof:

32 (b) The leave of absence benefits granted by this section shall be in
33 addition to any other paid leave benefits and benefits provided under
34 subdivision (7) of subsection (a) of section 46a-60 which are otherwise
35 available to the employee. Nothing in this subsection shall be
36 construed to prohibit a permanent employee from electing to
37 substitute any other accrued paid leave benefits for any part of the
38 twenty-four-week period of unpaid leave granted by this section.

39 Sec. 3. Subparagraph (B) of subdivision (2) of subsection (e) of
40 section 31-51ll of the general statutes is repealed and the following is
41 substituted in lieu thereof:

42 (B) An eligible employee may elect, or an employer may require the
43 employee, to substitute any of the accrued paid vacation leave,
44 personal leave, or medical or sick leave of the employee for leave
45 provided under subdivision (3) or (4) of subsection (a) of this section
46 for any part of the sixteen-week period of such leave under said
47 subsection. [, except that nothing in section 5-248a or 31-51kk to 31-
48 51qq, inclusive, shall require an employer to provide paid sick leave or

49 paid medical leave in any situation in which such employer would not
50 normally provide any such paid leave.]

51 Sec. 4. This act shall take effect July 1, 2001.

Statement of Purpose:

To allow employees to use accrued unused sick time for paid family and medical leave.

[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.]

Co-Sponsors: REP. WINKLER, 41st Dist.; REP. DONOVAN, 84th Dist.
SEN. PRAGUE, 19th Dist.; REP. DEMARINIS, 40th Dist.
REP. STILLMAN, 38th Dist.; SEN. PETERS, 20th Dist.
REP. ORANGE, 48th Dist.; REP. URBAN, 43rd Dist.
SEN. COOK, 18th Dist.; REP. MCGRATTAN, 42nd Dist.
REP. BEALS, 88th Dist.; REP. MERRILL, 54th Dist.