



General Assembly

January Session, 2003

**Committee Bill No. 6151**

LCO No. 4160

Referred to Committee on Labor and Public Employees

Introduced by:  
(LAB)

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

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

1 Section 1. Section 31-51pp of the general statutes is amended by  
2 adding subsection (c) as follows (*Effective October 1, 2003*):

3 (NEW) (c) (1) It shall be a violation of sections 31-51kk to 31-51qq,  
4 inclusive, for any employer to deny an employee the right to use  
5 accumulated sick leave or discharge, threaten to discharge, demote,  
6 suspend, or in any manner discriminate against an employee for using,  
7 or attempting to exercise the right to use, accumulated sick leave to  
8 attend to an illness of a son or daughter, spouse or parent of the  
9 employee, or for the birth or adoption of a son or daughter of the  
10 employee.

11 (2) Any employee aggrieved by a violation of this subsection may  
12 file a complaint with the Labor Commissioner alleging violation of the  
13 provisions of this subsection. Upon receipt of any such complaint, the  
14 commissioner shall hold a hearing. After the hearing, the  
15 commissioner shall send each party a written copy of the

16 commissioner's decision. The commissioner may award the employee  
17 all appropriate relief including rehiring or reinstatement to the  
18 employee's previous job, payment of back wages and reestablishment  
19 of employee benefits to which the employee otherwise would have  
20 been eligible if a violation of this subsection had not occurred. Any  
21 employee who prevails in such a complaint shall be awarded  
22 reasonable attorney's fees and costs. Any party aggrieved by the  
23 decision of the commissioner may appeal the decision to the Superior  
24 Court in accordance with the provisions of chapter 54.

25 (3) Alternatively, any employee aggrieved by a violation of this  
26 subsection may bring a civil action for judicial enforcement of the  
27 requirements of this subsection, in the superior court for the judicial  
28 district where the violation is alleged to have occurred. If the employee  
29 prevails, the court shall award reasonable attorney's fees and costs.

30 (4) The rights and remedies specified in this subsection are  
31 cumulative and nonexclusive and are in addition to any other rights or  
32 remedies afforded by contract or under other provisions of law.

This act shall take effect as follows:	
Section 1	October 1, 2003

**Statement of Purpose:**

To require businesses to authorize the use of sick time for family 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. RYAN, 139th Dist.

H.B. 6151