



General Assembly

Substitute Bill No. 6151

January Session, 2003

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 to 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 a serious health condition of a son or daughter, spouse or
9 parent of the employee, or for the birth or adoption of a son or
10 daughter of the 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 party aggrieved by the decision of the commissioner may appeal the
22 decision to the Superior Court in accordance with the provisions of
23 chapter 54.

24 (3) The rights and remedies specified in this subsection are
25 cumulative and nonexclusive and are in addition to any other rights or
26 remedies afforded by contract or under other provisions of law.

This act shall take effect as follows:	
Section 1	<i>October 1, 2003</i>

JUD *Joint Favorable Subst.*