



General Assembly

January Session, 2005

Committee Bill No. 5398

LCO No. 4123

04123HB05398LAB

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

AN ACT GUARANTEEING FULL-TIME EMPLOYEES AT LEAST SEVEN SICK DAYS PER YEAR.

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

1 Section 1. (NEW) (*Effective October 1, 2005*) For purposes of this
2 section, "employer" means any person engaged in business who has
3 fifty or more employees, excluding the state and any local or regional
4 board of education. Each full-time employee of an employer shall be
5 entitled to at least seven paid sick days per calendar year. No
6 employer shall interfere with, restrain or deny the exercise of, or the
7 attempt to exercise, an employee's use of any such sick days. No
8 employee who uses or attempts to use a sick day to which such
9 employee is entitled under this section shall suffer the loss of any right,
10 benefit or position of employment in effect at the time such employee
11 uses or attempts to use such sick day. Any employer that violates any
12 provision of this section shall be fined not less than two hundred fifty
13 dollars nor more than one thousand dollars for each violation. Nothing
14 in this section shall conflict with any provision of a collective
15 bargaining agreement between an employer and a labor organization
16 which is the collective bargaining representative of the unit of which

17 the employee is a part. The Labor Commissioner shall adopt
18 regulations, in accordance with chapter 54 of the general statutes, to
19 implement the provisions of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2005	New section

Statement of Purpose:

To ensure public health by allowing sick employees to stay home.

[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. HAMM, 34th Dist.

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