



General Assembly

February Session, 2006

**Raised Bill No. 23**

LCO No. 697

\*00697\_\_\_\_\_LAB\*

Referred to Committee on Labor and Public Employees

Introduced by:  
(LAB)

**AN ACT CONCERNING FAMILY AND MEDICAL LEAVE FOR STATE EMPLOYEES.**

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

1 Section 1. Subsection (a) of section 5-247 of the general statutes is  
2 repealed and the following is substituted in lieu thereof (*Effective*  
3 *October 1, 2006*):

4 (a) (1) Each appointing authority shall grant, on account of illness or  
5 injury, to each full-time employee in a permanent position in the state  
6 service who has furnished satisfactory proof of such illness or injury,  
7 such sick leave with pay as has accrued to [his] such employee's credit  
8 at the rate of one and one-quarter working days for each completed  
9 calendar month of continuous full-time service which may be  
10 computed on an hourly basis. Hourly computation of sick leave shall  
11 not diminish benefit entitlement.

12 (2) Each appointing authority shall grant to each full-time employee  
13 in a permanent position in the state service who has furnished  
14 satisfactory proof of (A) the birth or adoption of a child of the  
15 employee, or (B) a serious illness of a child, spouse or parent of the

16 employee, up to two weeks of such sick leave with pay as has accrued  
17 to the employee's credit pursuant to subdivision (1) of this subsection.

18 (3) On or before [October 1, 1980] January 1, 2007, the Commissioner  
19 of Administrative Services shall adopt regulations, in accordance with  
20 chapter 54, concerning the accrual, prorating and granting of sick leave  
21 with pay to other employees in the state service and extending sick  
22 leave with pay or with part pay for longer periods to full-time  
23 permanent employees disabled through illness or injury. Such  
24 regulations shall specify that such other employees are entitled to use  
25 up to two weeks of accumulated sick leave upon the birth or adoption  
26 of a child of such employee, or upon the serious illness of a child,  
27 spouse or parent of such employee.

28 (4) Each such employee who retires under the provisions of chapter  
29 66 shall be compensated, effective as of the date of [his] retirement, at  
30 the rate of one-fourth of such employee's salary for sick leave accrued  
31 to [his] such employee's credit as of [his] such employee's last day on  
32 the active payroll up to a maximum payment equivalent to sixty days'  
33 pay. Such payment for accumulated sick leave shall not be included in  
34 computing retirement income and shall be charged by the State  
35 Comptroller to the department, agency or institution in which the  
36 employee worked.

37 (5) For purposes of this subsection, "serious illness" means an  
38 illness, injury, impairment or physical or mental condition that  
39 involves (A) inpatient care in a hospital, hospice or residential care  
40 facility, or (B) continuing treatment or continuing supervision by a  
41 health care provider.

42 Sec. 2. Subsection (a) of section 5-248a of the general statutes is  
43 repealed and the following is substituted in lieu thereof (*Effective*  
44 *October 1, 2006*):

45 (a) (1) Each permanent employee, as defined in subdivision [(21)]  
46 [(20)] of section 5-196, shall be entitled to the following: [(1)] (A) A

47 maximum of twenty-four weeks of family leave of absence within any  
48 two-year period upon the birth or adoption of a child of such  
49 employee, or upon the serious illness of a child, spouse or parent of  
50 such employee; and [(2)] (B) a maximum of twenty-four weeks of  
51 medical leave of absence within any two-year period upon the serious  
52 illness of such employee or in order for such employee to serve as an  
53 organ or bone marrow donor. Any such leave of absence shall be  
54 without pay. Upon the expiration of any such leave of absence, the  
55 employee shall be entitled [(A)] (i) to return to the employee's original  
56 job from which the leave of absence was provided or, if not available,  
57 to an equivalent position with equivalent pay, except that in the case of  
58 a medical leave, if the employee is medically unable to perform the  
59 employee's original job upon the expiration of such leave, the  
60 Personnel Division of the Department of Administrative Services shall  
61 endeavor to find other suitable work for such employee in state  
62 service, and [(B)] (ii) to all accumulated seniority, retirement, fringe  
63 benefit and other service credits the employee had at the  
64 commencement of such leave. Such service credits shall not accrue  
65 during the period of the leave of absence.

66 (2) Each appointing authority shall grant to each permanent  
67 employee who has furnished satisfactory proof of (A) the birth or  
68 adoption of a child of the employee, or (B) a serious illness of a child,  
69 spouse or parent of the employee, up to two weeks of sick leave with  
70 pay in accordance with subdivision (1) of subsection (a) of section 5-  
71 247, as amended by this act, or other applicable law.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2006	5-247(a)
Sec. 2	October 1, 2006	5-248a(a)

**Statement of Purpose:**

To allow state employees to use up to two weeks of accumulated sick leave while on family and medical leave due to the birth or adoption of a child or to care for a seriously ill child, spouse or parent.

*[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.]*