



General Assembly

January Session, 2007

**Raised Bill No. 7317**

LCO No. 4858

\*04858 \_\_\_\_\_ LAB\*

Referred to Committee on Labor and Public Employees

Introduced by:  
(LAB)

**AN ACT ALLOWING RETENTION OF PAID VACATION DAYS.**

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

1 Section 1. (NEW) (*Effective October 1, 2007*) If an employer, excluding  
2 the state, municipalities, local or regional boards of education and  
3 private or parochial elementary or secondary schools, provides paid  
4 vacation days to its employees, and an employee of such employer  
5 does not use all of his or her paid vacation days during the calendar  
6 year in which such days accrue, the employer shall elect either to (1)  
7 permit the employee to use such vacation days during the calendar  
8 year following the last day of the calendar year in which such vacation  
9 days accrued, or (2) make a lump sum payment to the employee,  
10 before the end of the calendar year following the last day of the  
11 calendar year in which such unused days accrued, equal to, for each  
12 unused vacation day, the employee's base pay per day at the time such  
13 vacation day accrued. Nothing in this section shall be deemed to  
14 require any employer to provide paid vacation days or to impair or  
15 alter the provisions of any collective bargaining agreement relating to  
16 the provision or use of vacation days. Any employer that violates the  
17 provisions of this section shall be liable to the Labor Department for a

18 civil penalty of not more than two hundred fifty dollars for each such  
19 violation.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2007	New section

**Statement of Purpose:**

To allow employees who receive paid vacation days to have an additional year to use them or be reimbursed for unused days.

*[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.]*