



General Assembly

**Amendment**

January Session, 2009

LCO No. 8566

**\*HB0618708566HRO\***

Offered by:  
REP. CANDELORA, 86<sup>th</sup> Dist.

To: Subst. House Bill No. 6187      File No. 981      Cal. No. 109

(As amended by House Amendment Schedule "A")

**"AN ACT MANDATING EMPLOYERS PROVIDE PAID SICK LEAVE TO EMPLOYEES."**

1      Strike section 4 in its entirety and insert the following in lieu thereof:

2      "Sec. 4. (NEW) (Effective January 1, 2010) (a) No employer shall take  
3      retaliatory personnel action or discriminate against an employee  
4      because the employee (1) requests or uses paid sick leave in  
5      accordance with sections 2 and 3 of this act, or (2) files a complaint  
6      with the Labor Commissioner alleging the employer's violation of  
7      sections 2 to 5, inclusive, of this act. Any information provided by an  
8      attorney that constitutes a complaint, or supports a complaint made by  
9      an employee, shall not be considered a violation of the attorney-client  
10     privilege. The Labor Commissioner shall administer this section within  
11     available appropriations.

12     (b) Any employer who is found by the Labor Commissioner, by a  
13     preponderance of the evidence, to have violated the provisions of

14 sections 2 to 5, inclusive, of this act shall be liable to the Labor  
15 Department for a civil penalty of six hundred dollars for each  
16 violation. The Labor Commissioner may award the employee all  
17 appropriate relief, including payment of back wages and  
18 reestablishment of employee benefits to which the employee otherwise  
19 would have been eligible if the employee had not been subject to such  
20 retaliatory personnel action or discriminated against. Any party  
21 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 of the general statutes."