



General Assembly

January Session, 2009

Amendment

LCO No. 9057

HB0618709057SR0

Offered by:

SEN. RORABACK, 30th Dist.

SEN. DEBICELLA, 21st Dist.

To: Subst. House Bill No. 6187

File No. 981

Cal. No. 706

(As Amended by House Amendment Schedule "A")

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

1 Strike subsection (a) of section 2 in its entirety and insert the
2 following in lieu thereof:

3 "(a) Each employer shall provide paid sick leave annually to each of
4 such employer's employees in the state, unless such requirement
5 would impose an undue hardship on the operation of the employer's
6 business as determined by the Commissioner of Economic and
7 Community Development. Such paid sick leave shall accrue (1) from
8 the commencement of an employee's eligibility, (2) at a rate of one
9 hour of paid sick leave for each forty hours worked by an employee,
10 and (3) in one-hour increments up to a maximum of (A) thirty-two
11 hours for calendar year 2010, and (B) forty hours for calendar year 2011
12 and each year thereafter. Each employee shall be entitled to carry over
13 up to forty unused accrued hours of paid sick leave from the current

14 calendar year to the following calendar year, but no employee shall be
15 entitled to use more than the maximum number of accrued hours, as
16 described in subdivision (3) of this subsection, in any year. For the
17 purposes of this subsection, "undue hardship" means any requirement
18 that imposes significant difficulty or expense on the employer when
19 considered in relation to factors such as size of the business, its
20 financial resources, and the nature, structure and demands of its
21 operation."