



General Assembly

Amendment

February Session, 2010

LCO No. 4131

SB0006304131SR0

Offered by:

SEN. RORABACK, 30th Dist.

SEN. DEBICELLA, 21st Dist.

To: Subst. Senate Bill No. 63

File No. 80

Cal. No. 93

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

1 Strike lines 36 to 47, inclusive and insert the following in lieu
2 thereof:

3 "Sec. 2. (NEW) (*Effective January 1, 2011*) (a) Each employer shall
4 provide paid sick leave annually to each of such employer's employees
5 in the state, unless such requirement would impose an undue hardship
6 on the operation of the employer's business as determined by the
7 Commissioner of Economic and Community Development. Such paid
8 sick leave shall accrue (1) from the commencement of an employee's
9 eligibility, (2) at a rate of one hour of paid sick leave for each forty
10 hours worked by an employee, and (3) in one-hour increments up to a
11 maximum of (A) thirty-two hours for calendar year 2011, and (B) forty
12 hours for calendar year 2012 and each year thereafter. Each employee
13 shall be entitled to carry over up to forty unused accrued hours of paid
14 sick leave from the current calendar year to the following calendar
15 year, but no employee shall be entitled to use more than the maximum

16 number of accrued hours, as described in subdivision (3) of this
17 subsection, in any year. For the purposes of this subsection, "undue
18 hardship" means any requirement that imposes significant difficulty or
19 expense on the employer when considered in relation to factors such as
20 size of the business, its financial resources, and the nature, structure
21 and demands of its operation."