
OLR Bill Analysis

SB 242

AN ACT CONCERNING SICK LEAVE FOR TEACHER ASSISTANTS AND RADIOLOGIC TECHNOLOGISTS.

SUMMARY:

This bill expands the service workers eligible to earn paid sick leave to include teacher's assistants and radiologic technologists, as defined by the federal Bureau of Labor Statistics Standard Occupational Classification system.

Under this classification system, teacher's assistants (1) perform duties that are instructional in nature or deliver direct services to students or parents and (2) serve in a position for which a teacher has ultimate responsibility for designing and implementing educational programs and services. They do not include graduate teaching assistants. Radiologic technologists take x-rays and CAT scans or introduce nonradioactive materials into a patient's blood stream for diagnostic purposes. They include technologists who specialize in other scanning modalities, but not diagnostic medical sonographers or MRI technologists.

As under the law for other covered service workers, eligible teacher's assistants and radiologic technologists:

1. must work for employers (excluding manufacturers and certain nonprofit entities) with at least 50 employees who do not provide their employees with at least one hour of sick leave for every 40 hours worked;
2. must be paid on an hourly basis or subject to the federal Fair Labor Standards Act's minimum wage and overtime requirements (which generally cover hourly wage employees but not salaried managers and professionals);

3. begin accruing sick leave on the later of January 1, 2012 or their date of hire; and
4. cannot use the leave (a) until they have worked at least 680 hours after the benefit starts accruing and (b) unless they have worked an average of 10 hours per week for the employer during the most recently completed calendar quarter.

EFFECTIVE DATE: October 1, 2014

BACKGROUND

Related Bill

HB 5269, reported favorably by the Commerce Committee, changes the method for determining whether an employer must provide sick leave and the timeframe for accruing the leave.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 7 Nay 3 (03/18/2014)