

OFFICE OF FISCAL ANALYSIS

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HB-5044

AN ACT CONCERNING FAIR TREATMENT OF SICK WORKERS.

OFA Fiscal Note

State Impact: None

Municipal Impact: None

Explanation

The bill expands the existing paid sick leave law and requires that employers with less than 20 employees provide unpaid sick leave. This does not result in any cost to the state or municipalities.

Although the expansion of paid and unpaid sick leave may result in additional complaints of violation to the Department of Labor, it is not anticipated that additional agency resources will be necessary as investigation requirements are uniform and streamlined across all jobs throughout the state under the bill.¹

The DOL's Wage and Workplace Standards Division, which currently administers the state paid sick leave law, received 20 complaints of violation related to paid sick leave in 2017. Of that total, only one complaint required a full investigation and no civil penalties were assessed.

The Out Years

¹ Under current law, investigations involve analyzing whether employers are covered by paid sick leave requirements and whether employees fall into one of 69 job classification or service worker definitions in the Standard Occupational Classification System (including reviewing actual job duties and comparing them to employees' job descriptions). Under the bill, such analysis would not be necessary as all hourly employees would be covered.

State Impact: None

Municipal Impact: None

Sources: Department of Labor Wage and Workplace Standards Division statistics