



fGeneral Assembly

Substitute Bill No. 312

February Session, 2022



AN ACT CONCERNING THE EXPANSION OF CONNECTICUT PAID SICK DAYS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 31-57r of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective July 1, 2022*):

3 As used in this section and sections 31-57s to 31-57w, inclusive, as
4 amended by this act:

5 (1) "Child" means (A) a biological, adopted or foster child, stepchild,
6 legal ward of [a service worker] an employee, or (B) a child of [a service
7 worker] an employee standing in loco parentis [, who is (A) under
8 eighteen years of age; or (B) eighteen years of age or older and incapable
9 of self-care because of a mental or physical disability] or an individual
10 to whom the employee stood in loco parentis when the individual was
11 a child;

12 [(2) "Day or temporary worker" means an individual who performs
13 work for another on (A) a per diem basis, or (B) an occasional or
14 irregular basis for only the time required to complete such work,
15 whether such individual is paid by the person for whom such work is
16 performed or by an employment agency or temporary help service, as
17 defined in section 31-129;]

18 [(3)] (2) "Employee" means an individual engaged in service to an
19 employer in the business of the employer;

20 [(4)] (3) "Employer" means any person, firm, business, educational
21 institution, nonprofit agency, corporation, limited liability company or
22 other entity, [that employs fifty or more individuals in the state, which
23 shall be determined based on such person's, firm's, business',
24 educational institution's, nonprofit agency's, corporation's, limited
25 liability company's or other entity's payroll for the week containing
26 October first, annually. "Employer" does not include: (A) Any business
27 establishment classified in sector 31, 32 or 33 in the North American
28 Industrial Classification System, or (B) any nationally chartered
29 organization exempt from taxation under Section 501(c)(3) of the
30 Internal Revenue Code of 1986, or any subsequent corresponding
31 internal revenue code of the United States, as from time to time
32 amended, that provides all of the following services: Recreation, child
33 care and education] provided, for purposes of this section, the Personal
34 Care Attendant Workforce Council established under section 17b-706a
35 shall be deemed the employer of any personal care attendants, as
36 defined in section 17b-706;

37 (4) "Family member" means a spouse, sibling, child, grandparent,
38 grandchild or parent or an individual related to the employee by blood
39 or affinity whose close association with the employee is the equivalent
40 of any such family relationship;

41 (5) "Family violence" has the same meaning as provided in section
42 46b-38a;

43 (6) "Grandchild" means a grandchild related to a person by: (A)
44 Blood, (B) marriage, (C) adoption by a child of the grandparent, or (D)
45 foster care by a child of the grandparent;

46 (7) "Parent" means a biological parent, foster parent, adoptive parent,
47 stepparent, parent-in-law or legal guardian of an employee or an
48 employee's spouse, an individual standing in loco parentis to an

49 employee or an individual who stood in loco parentis to the employee
50 when the employee was a child;

51 (8) "Paid sick leave" means paid time that is provided by an employer
52 to an employee for the purposes described in section 31-57t, as amended
53 by this act;

54 ~~[(6)]~~ (9) "Retaliatory personnel action" means any termination,
55 suspension, constructive discharge, demotion, unfavorable
56 reassignment, refusal to promote, disciplinary action or other adverse
57 employment action taken by an employer against an employee; [or a
58 service worker;]

59 [(7) "Service worker" means an employee primarily engaged in an
60 occupation with one of the following broad or detailed occupation code
61 numbers and titles, as defined by the federal Bureau of Labor Statistics
62 Standard Occupational Classification system or any successor system:
63 (A) 11-9050 Food Service Managers; (B) 11-9110 Medical and Health
64 Services Managers; (C) 21-1020 Social Workers; (D) 21-1093 Social and
65 Human Service Assistants; (E) 21-1094 Community Health Workers; (F)
66 21-1099 Community and Social Service Specialists, All Other; (G) 25-
67 4020 Librarians; (H) 29-1050 Pharmacists; (I) 29-1070 Physician
68 Assistants; (J) 29-1120 Therapists; (K) 29-1140 Registered Nurses; (L) 29-
69 1150 Nurse Anesthetists; (M) 29-1160 Nurse Midwives; (N) 29-1170
70 Nurse Practitioners; (O) 29-2020 Dental Hygienists; (P) 29-2040
71 Emergency Medical Technicians and Paramedics; (Q) 29-2050 Health
72 Practitioner Support Technologists and Technicians; (R) 29-2060
73 Licensed Practical and Licensed Vocational Nurses; (S) 31-1011 Home
74 Health Aides; (T) 31-1012 Nursing Aides, Orderlies and Attendants; (U)
75 31-1013 Psychiatric Aides; (V) 31-9091 Dental Assistants; (W) 31-9092
76 Medical Assistants; (X) 33-9032 Security Guards; (Y) 33-9091 Crossing
77 Guards; (Z) 35-1010 Supervisors of Food Preparation and Serving
78 Workers; (AA) 35-2010 Cooks; (BB) 35-2020 Food Preparation Workers;
79 (CC) 35-3010 Bartenders; (DD) 35-3020 Fast Food and Counter Workers;
80 (EE) 35-3030 Waiters and Waitresses; (FF) 35-3040 Food Servers,
81 Nonrestaurant; (GG) 35-9010 Dining Room and Cafeteria Attendants

82 and Bartender Helpers; (HH) 35-9020 Dishwashers; (II) 35-9030 Hosts
83 and Hostesses, Restaurant, Lounge and Coffee Shop; (JJ) 35-9090
84 Miscellaneous Food Preparation and Serving Related Workers; (KK) 37-
85 2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners;
86 (LL) 37-2019 Building Cleaning Workers, All Other; (MM) 39-3030
87 Ushers, Lobby Attendants and Ticket Takers; (NN) 39-5010 Barbers,
88 Hairdressers, Hairstylists and Cosmetologists; (OO) 39-6010 Baggage
89 Porters, Bellhops and Concierges; (PP) 39-9010 Child Care Workers;
90 (QQ) 39-9021 Personal Care Aides; (RR) 41-1010 First-Line Supervisors
91 of Sales Workers; (SS) 41-2011 Cashiers; (TT) 41-2021 Counter and
92 Rental Clerks; (UU) 41-2030 Retail Salespersons; (VV) 43-3070 Tellers;
93 (WW) 43-4080 Hotel, Motel and Resort Desk Clerks; (XX) 43-4170
94 Receptionists and Information Clerks; (YY) 43-5020 Couriers and
95 Messengers; (ZZ) 43-6010 Secretaries and Administrative Assistants;
96 (AAA) 43-9010 Computer Operators; (BBB) 43-9020 Data Entry and
97 Information Processing Workers; (CCC) 43-9030 Desktop Publishers;
98 (DDD) 43-9040 Insurance Claims and Policy Processing Clerks; (EEE)
99 43-9050 Mail Clerks and Mail Machine Operators, Except Postal Service;
100 (FFF) 43-9060 Office Clerks, General; (GGG) 43-9070 Office Machine
101 Operators, Except Computer; (HHH) 43-9080 Proofreaders and Copy
102 Markers; (III) 43-9110 Statistical Assistants; (JJJ) 43-9190 Miscellaneous
103 Office and Administrative Support Workers; (KKK) 51-3010 Bakers;
104 (LLL) 51-3020 Butchers and Other Meat, Poultry and Fish Processing
105 Workers; (MMM) 51-3090 Miscellaneous Food Processing Workers;
106 (NNN) 53-3010 Ambulance Drivers and Attendants, Except Emergency
107 Medical Technicians; (OOO) 53-3020 Bus Drivers; (PPP) 53-3040 Taxi
108 Drivers and Chauffeurs; or (QQQ) 29-2034 Radiologic Technologists,
109 and is (i) paid on an hourly basis, or (ii) not exempt from the minimum
110 wage and overtime compensation requirements of the Fair Labor
111 Standards Act of 1938 and the regulations promulgated thereunder, as
112 amended from time to time. "Service worker" does not include day or
113 temporary workers;]

114 [(8)] (10) "Sexual assault" means any act that constitutes a violation of
115 section 53a-70b of the general statutes, revision of 1958, revised to

116 January 1, 2019, or section 53a-70, 53a-70a, 53a-71, 53a-72a, 53a-72b or
117 53a-73a;

118 (11) "Sibling" means a brother or sister related to a person by: (A)
119 Blood, (B) marriage, (C) adoption by a parent of the person, or (D) foster
120 care placement;

121 ~~[(9)]~~ (12) "Spouse" means a husband or wife, as the case may be; and

122 ~~[(10)]~~ (13) "Year" means any three-hundred-sixty-five-day period
123 used by an employer to calculate employee benefits.

124 Sec. 2. Section 31-57s of the general statutes is repealed and the
125 following is substituted in lieu thereof (*Effective July 1, 2022*):

126 (a) Each employer shall provide paid sick leave annually to each of
127 such employer's [service workers] employees in the state. Such paid sick
128 leave shall accrue (1) beginning [January 1, 2012] July 1, 2022, or for [a
129 service worker] an employee hired after said date, beginning on the
130 [service worker's] employee's first date of employment, (2) at a rate of
131 one hour of paid sick leave for each [forty] thirty hours worked by [a
132 service worker] the employee, and (3) in one-hour increments up to a
133 maximum of forty hours per year. Each [service worker] employee shall
134 be entitled to carry over up to forty unused accrued hours of paid sick
135 leave from the current year to the following year, but no [service
136 worker] employee shall be entitled to use more, in any year, than the
137 maximum number of accrued hours, as described in subdivision (3) of
138 this subsection. [, in any year] An employer may provide all paid sick
139 leave that an employee is expected to accrue in a year at the beginning
140 of the year.

141 (b) [A service worker] An employee shall be entitled to the use of
142 accrued paid sick leave [upon the completion of the service worker's six-
143 hundred-eightieth hour of employment from January 1, 2012, if the
144 service worker was hired prior to January 1, 2012, or if hired after
145 January 1, 2012, upon the completion of the service worker's six-
146 hundred-eightieth hour of employment from the date of hire, unless the

147 employer agrees to an earlier date. A service worker shall not be entitled
148 to the use of accrued paid sick leave if such service worker did not work
149 an average of ten or more hours per week for the employer in the most
150 recent complete quarter] as it is accrued. Alternatively, in lieu of
151 carryover of unused paid sick leave provided pursuant to this
152 subsection from one year to the next, an employer may pay an employee
153 for unused paid sick leave provided pursuant to this subsection at the
154 end of a year and provide the employee with an amount of paid sick
155 leave that meets or exceeds the requirements of this subsection that is
156 available for the employee's immediate use at the beginning of the
157 following year.

158 (c) An employer shall be deemed to be in compliance with this section
159 if the employer offers any other paid leave, or combination of other paid
160 leave that (1) may be used for the purposes of, and under the same
161 conditions as provided in, section 31-57t, as amended by this act, and (2)
162 is accrued in total at a rate equal to or greater than the rate described in
163 [subsections] subsection (a) [and (b)] of this section. For the purposes of
164 this subsection, "other paid leave" may include, but need not be limited
165 to, paid vacation, personal days or paid time off.

166 (d) Each employer shall pay each [service worker] employee for paid
167 sick leave at a pay rate equal to the greater of either (1) the normal
168 hourly wage for that [service worker] employee, or (2) the minimum fair
169 wage rate, under section 31-58, in effect for the pay period during which
170 the employee used paid sick leave. For any [service worker] employee
171 whose hourly wage varies depending on the work performed by the
172 [service worker] employee, "normal hourly wage" means the average
173 hourly wage of the [service worker] employee in the pay period prior to
174 the one in which the [service worker] employee used paid sick leave.

175 [(e) Notwithstanding the provisions of this section and sections 31-
176 57t to 31-57w, inclusive, and upon the mutual consent of the service
177 worker and employer, a service worker who chooses to work additional
178 hours or shifts during the same or following pay period, in lieu of hours
179 or shifts missed, shall not use accrued paid sick leave.]

180 (e) An employee who is exempt from overtime requirements under
181 the provisions of 29 USC 213 (a)(1), as amended from time to time, shall
182 be assumed to work forty hours in each work week for purposes of paid
183 sick leave accrual, unless their normal work week is less than forty
184 hours, in which case paid sick leave shall accrue based upon the hours
185 worked in that normal work week.

186 (f) If an employee is transferred to a separate division, entity or
187 location but remains employed by the same employer, the employee
188 shall retain and be entitled to use all paid sick leave accrued or received
189 by the employee at the prior division, entity or location. If a different
190 employer succeeds or takes the place of an existing employer, each
191 employee of the original employer, who remains employed by the
192 successor employer, shall retain and be entitled to use all paid sick leave
193 the employee accrued or received while employed by the original
194 employer.

195 (g) An employer may not require, as a condition of an employee
196 taking paid sick leave, that the employee search for or find a
197 replacement worker to cover the hours for which the employee is using
198 paid sick leave.

199 ~~[(f)]~~ (h) No employer shall (1) terminate any employee, (2) dismiss
200 any employee, or (3) transfer any employee from one worksite to
201 another solely in order to not qualify as an employer, as defined in
202 section 31-57r, as amended by this act.

203 Sec. 3. Section 31-57t of the general statutes is repealed and the
204 following is substituted in lieu thereof (*Effective July 1, 2022*):

205 (a) An employer shall permit [a service worker] an employee to use
206 the paid sick leave accrued pursuant to section 31-57s, as amended by
207 this act:

208 (1) For (A) [a service worker's] an employee's illness, injury or health
209 condition, (B) the medical diagnosis, care or treatment of [a service
210 worker's] an employee's mental illness or physical illness, injury or

211 health condition, or (C) preventative medical care for [a service worker]
212 an employee;

213 (2) For (A) [a service worker's child's or spouse's] an employee's
214 family member's illness, injury or health condition, (B) the medical
215 diagnosis, care or treatment of [a service worker's child's or spouse's] an
216 employee's family member's mental or physical illness, injury or health
217 condition, or (C) preventative medical care for a [child or spouse of a
218 service worker; and] family member of an employee;

219 (3) For (A) closure of the employer's place of business by order of a
220 public official due to a public health emergency, (B) an employee's need
221 to care for a family member whose school or place of care has been
222 closed by order of a public official due to a public health emergency, or
223 (C) an employee's need to care for oneself or a family member when it
224 is determined, by (i) a health authority having jurisdiction, (ii) an
225 employer of the employee or employee's family member, or (iii) a health
226 care provider, that the employee or family member's presence in the
227 community may jeopardize the health of others because of such
228 employee's exposure to a communicable illness, whether or not the
229 employee or family member has actually contracted the communicable
230 illness; and

231 [(3)] (4) Where [a service worker] an employee or an employee's
232 family member is a victim of family violence or sexual assault, (A) for
233 medical care or psychological or other counseling for physical or
234 psychological injury or disability, (B) to obtain services from a victim
235 services organization, (C) to relocate due to such family violence or
236 sexual assault, or (D) to participate in any civil or criminal proceedings
237 related to or resulting from such family violence or sexual assault.

238 (b) If [a service worker's] an employee's need to use paid sick leave is
239 foreseeable, an employer may require advance notice, not to exceed
240 seven days prior to the date such leave is to begin, of the intention to use
241 such leave. If [a service worker's] an employee's need for such leave is
242 not foreseeable, an employer may require [a service worker] an

243 employee to give notice of such intention as soon as practicable. For paid
244 sick leave of three or more consecutive days, an employer may require
245 reasonable documentation that such leave is being taken for one of the
246 purposes permitted under subsection (a) of this section. If such leave is
247 permitted under subdivision (3) of subsection (a) of this section, a
248 written statement from the employee affirming that the employee is
249 taking or has taken paid sick leave for a qualifying purpose of
250 subdivision (3) of subsection (a) of this section shall be considered
251 reasonable documentation. Such written statement for leave pursuant
252 to subdivision (3) of subsection (a) of this section may be written in the
253 employee's first language and need not be notarized or in any particular
254 format. If such leave is permitted under subdivision (1) or (2) of
255 subsection (a) of this section, documentation signed by a health care
256 provider who is treating the [service worker] employee or the [service
257 worker's child or spouse] employee's family member indicating the
258 need for the number of days of such leave shall be considered
259 reasonable documentation. If such leave is permitted under subdivision
260 [(3)] (4) of subsection (a) of this section, a court record or documentation
261 signed by [a service worker] an employee or volunteer working for a
262 victim services organization, an attorney, a police officer or other
263 counselor involved with the [service worker] employee shall be
264 considered reasonable documentation. An employer may not require
265 such documentation to explain the nature of the illness or the details of
266 the family violence or sexual assault. If an employer chooses to require
267 documentation for paid sick leave under this section and the employer
268 does not offer health insurance to the employee, the employer shall pay
269 all out-of-pocket expenses the employee incurs in obtaining the
270 documentation. If the employee has health insurance, the employer
271 shall pay any costs charged to the employee by the health care provider
272 for providing the specific documentation required by the employer. The
273 employer shall pay any costs charged to the employee for
274 documentation of family violence or sexual assault required by the
275 employer.

276 (c) Nothing in sections 31-57s to 31-57w, inclusive, as amended by

277 this act, shall be deemed to require any employer to provide paid sick
278 leave for [a service worker's] an employee's leave for any purpose other
279 than those described in this section.

280 (d) Unless an employee policy or collective bargaining agreement
281 provides for the payment of accrued fringe benefits upon termination,
282 no [service worker] employee shall be entitled to payment of unused
283 paid accrued sick leave under this section upon termination of
284 employment.

285 (e) Nothing in sections 31-57s to 31-57w, inclusive, as amended by
286 this act, shall be construed to prohibit an employer from taking
287 disciplinary action against [a service worker] an employee who uses
288 paid sick leave provided under said sections [31-57s to 31-57w,
289 inclusive,] for purposes other than those described in this section.

290 Sec. 4. Section 31-57u of the general statutes is repealed and the
291 following is substituted in lieu thereof (*Effective July 1, 2022*):

292 (a) Nothing in sections 31-57s to 31-57w, inclusive, as amended by
293 this act, shall be construed to (1) prevent employers from providing
294 more paid sick leave than is required under said sections, [31-57s to 31-
295 57w, inclusive,] (2) diminish any rights provided to any employee [or
296 service worker] under a collective bargaining agreement, or (3) preempt
297 or override the terms of any collective bargaining agreement effective
298 prior to January 1, 2012.

299 (b) Nothing in sections 31-57s to 31-57w, inclusive, as amended by
300 this act, shall be construed to prohibit an employer (1) from establishing
301 a policy whereby [a service worker] an employee may donate unused
302 accrued paid sick leave to another [service worker] employee, and (2)
303 who provides more paid sick leave than is required under sections 31-
304 57s to 31-57w, inclusive, as amended by this act, for the purposes
305 described in subdivision (1) of subsection (a) of section 31-57t, as
306 amended by this act, from limiting the amount of such leave [a service
307 worker] an employee may use for other purposes.

308 (c) Any termination of [a service worker's] an employee's
309 employment by an employer, whether voluntary or involuntary, shall
310 be construed as a break in service. Should any [service worker]
311 employee subsequently be rehired by the employer following a break in
312 service, the [service worker] employee shall (1) begin to accrue sick
313 leave [in accordance with section 31-57s] immediately upon rehire, and
314 (2) shall [not] be entitled to any unused hours of paid sick leave that had
315 been accrued prior to the [service worker's] employee's break in service,
316 [unless agreed to by the employer.]

317 Sec. 5. Section 31-57v of the general statutes is repealed and the
318 following is substituted in lieu thereof (*Effective July 1, 2022*):

319 (a) No employer shall take retaliatory personnel action or
320 discriminate against an employee because the employee (1) requests or
321 uses paid sick leave either in accordance with sections 31-57s and 31-57t,
322 as amended by this act, or in accordance with the employer's own paid
323 sick leave policy, as the case may be, or (2) files a complaint with the
324 Labor Commissioner alleging the employer's violation of sections 31-57s
325 to 31-57w, inclusive, as amended by this act.

326 (b) The Labor Commissioner shall advise any employee who (1) is
327 covered by a collective bargaining agreement that provides for paid sick
328 days, and (2) files a complaint pursuant to subsection (a) of this section
329 of [his or her] the employee's right to pursue a grievance with [his or
330 her] the employee's collective bargaining agent.

331 (c) Any employee aggrieved by a violation of the provisions of
332 sections 31-57s to 31-57w, inclusive, as amended by this act, may file a
333 complaint with the Labor Commissioner. Upon receipt of any such
334 complaint, said commissioner may hold a hearing. After the hearing,
335 any employer who is found by the Labor Commissioner, by a
336 preponderance of the evidence, to have violated the provisions of
337 subsection (a) of this section shall be liable to the Labor Department for
338 a civil penalty of five hundred dollars for each violation. Any employer
339 who is found by the Labor Commissioner, by a preponderance of the

340 evidence, to have violated the provisions of sections 31-57s to 31-57u,
341 inclusive, as amended by this act, or section 31-57w, as amended by this
342 act, shall be liable to the Labor Department for a civil penalty of up to
343 one hundred dollars for each violation. The Labor Commissioner may
344 award the employee all appropriate relief, including the payment for
345 used paid sick leave, rehiring or reinstatement to the employee's
346 previous job, payment of back wages and reestablishment of employee
347 benefits to which the employee otherwise would have been eligible if
348 the employee had not been subject to such retaliatory personnel action
349 or discriminated against. Any party aggrieved by the decision of the
350 commissioner may appeal the decision to the Superior Court in
351 accordance with the provisions of chapter 54.

352 (d) The Labor Commissioner, the Attorney General or any person
353 aggrieved by a violation of any provision of sections 31-57s to 31-57w,
354 inclusive, as amended by this act, or any entity a member of which is
355 aggrieved by a violation of said sections, may bring a civil action in a
356 court of competent jurisdiction against the employer for such violation.
357 Such action may be brought by a person aggrieved by violation of this
358 section without first filing an administrative complaint.

359 [(d)] (e) The Labor Commissioner shall administer this section within
360 available appropriations.

361 Sec. 6. Section 31-57w of the general statutes is repealed and the
362 following is substituted in lieu thereof (*Effective July 1, 2022*):

363 (a) Each employer subject to the provisions of section 31-57s, as
364 amended by this act, shall, at the time of hiring, provide notice to each
365 [service worker] employee (1) of the entitlement to sick leave for [service
366 workers] employees, the amount of sick leave provided to [service
367 workers] employees and the terms under which sick leave may be used,
368 (2) that retaliation by the employer against the [service worker]
369 employee for requesting or using sick leave for which the [service
370 worker] employee is eligible is prohibited, and (3) that the [service
371 worker] employee has a right to file a complaint with the Labor

372 Commissioner for any violation of this section and of sections 31-57s to
373 31-57v, inclusive, as amended by this act. [Employers] Each employer
374 [may] shall comply with the provisions of this section by (A) displaying
375 a poster in a conspicuous place, accessible to [service workers]
376 employees, at the employer's place of business that contains the
377 information required by this section in both English and Spanish, except
378 in the case where the employer does not maintain a physical workplace
379 or an employee teleworks or performs work through a web-based or
380 application-based platform, notification shall be sent via electronic
381 communication or a conspicuous posting on a web-based or
382 application-based platform, and (B) providing written notice to each
383 employee not later than January 1, 2023, or at the time of hire, whichever
384 is later. The Labor Commissioner [may adopt regulations, in accordance
385 with chapter 54, to establish additional requirements concerning the
386 means by which employers shall provide such notice. The Labor
387 Commissioner shall administer this section within available
388 appropriations] shall provide such posters and model written notice to
389 all employers. Each employer shall include in the record of hours
390 worked, wages earned and deductions required by section 31-13a, the
391 number of hours, if any, of paid sick leave accrued or received by the
392 employee and the number of hours of paid sick leave used by the
393 employee in the calendar year.

394 (b) Each employer shall retain records documenting hours worked by
395 employees and paid sick leave taken by employees for a period of three
396 years and shall allow the Labor Commissioner access to such records,
397 with appropriate notice and at a mutually agreeable time, to monitor
398 compliance with the requirements of this section. When an issue arises
399 as to an employee's entitlement to paid sick leave under this section, if
400 the employer does not maintain or retain adequate records
401 documenting hours worked by the employee and paid sick leave taken
402 by the employee or does not allow reasonable access to such records, it
403 shall be presumed that the employer has violated this section, absent
404 clear and convincing evidence otherwise.

405 (c) The Labor Commissioner may coordinate implementation and
406 enforcement of this section and sections 31-57s to 31-57v, inclusive, as
407 amended by this act, and shall adopt regulations in accordance with the
408 provisions of chapter 54 to implement the provisions of said sections.

409 (d) The Labor Commissioner may develop and implement a
410 multilingual outreach program to inform employees, parents and
411 persons who are under the care of a health care provider about the
412 availability of paid sick leave. Such program shall include the
413 distribution of notices and other written materials in English, Spanish
414 and any language that is the first language spoken by not less than five
415 per cent of the state's population to all child care and elder care
416 providers, domestic violence shelters, schools, hospitals, community
417 health centers and other health care providers.

418 (e) The Labor Commissioner shall administer this section within
419 available appropriations.

420 Sec. 7. Subsection (a) of section 31-397 of the general statutes is
421 repealed and the following is substituted in lieu thereof (*Effective July 1,*
422 *2022*):

423 (a) The Labor Commissioner, in consultation with the Commissioner
424 of Public Health, shall encourage the development of occupational
425 health clinics by making grants-in-aid to public and nonprofit
426 organizations. Such grants-in-aid shall be used to facilitate the
427 development and operation of such clinics, including, but not limited to,
428 preproject development, site acquisition, development, improvement
429 and operating expenses. Such grants-in-aid may be used for activities
430 involved in occupational disease evaluation, treatment and prevention,
431 particularly when such activities are not compensated by other sources.
432 Priority for such grants-in-aid may be given to organizations providing
433 services for working age populations, including, but not limited to,
434 migrant and contingent workers, where health disparities or work
435 structure interfere with the provision of occupational health care
436 services. Such grants-in-aid shall not be used to compensate any

437 occupational health clinic for any activities that utilize commercial
 438 services or involve grants or contracts received from an outside party.
 439 The commissioner shall consult with the Occupational Health Clinics
 440 Advisory Board prior to making any such grant. For purposes of this
 441 subsection, "contingent worker" means an individual whose
 442 employment is of a temporary and sporadic nature and may include,
 443 but need not be limited to, (1) an agricultural worker, (2) an independent
 444 contractor, as defined in section 36a-485, or [a day or temporary worker,
 445 as defined in section 31-57r] (3) an individual who performs work for
 446 another on (A) a per diem basis, or (B) an occasional or irregular basis
 447 for only the time required to complete such work, whether such
 448 individual is paid by the person for whom such work is performed or
 449 by an employment agency or temporary help service, as defined in
 450 section 31-129.

This act shall take effect as follows and shall amend the following sections:		
Section 1	July 1, 2022	31-57r
Sec. 2	July 1, 2022	31-57s
Sec. 3	July 1, 2022	31-57t
Sec. 4	July 1, 2022	31-57u
Sec. 5	July 1, 2022	31-57v
Sec. 6	July 1, 2022	31-57w
Sec. 7	July 1, 2022	31-397(a)

Statement of Legislative Commissioners:

In Section 1(1) "person" was changed to "an employee" for clarity; in Section 3(a)(2) "an employee's" was added before "family member's" for clarity and in Subpara. (C) "of an employee" was added after "family member" for clarity; in Section 3(a)(3) subparagraph and clause designators were added and "an employee's need to" was added after subparagraph designator (C) for clarity; and in Section 3(b) "employee's" was added before "family member" for clarity.

LAB *Joint Favorable Subst.*