



# House of Representatives

General Assembly

**File No. 373**

February Session, 2024

Substitute House Bill No. 5468

*House of Representatives, April 9, 2024*

The Committee on Labor and Public Employees reported through REP. SANCHEZ, E. of the 24th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

**AN ACT CONCERNING TIME TO PLAN FOR SEPARATION FROM EMPLOYMENT.**

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

1 Section 1. (NEW) (*Effective October 1, 2024*) On and after October 1,  
2 2024, each employer shall, not later than twelve months prior to making  
3 any change to such employer's policy regarding payment for unused  
4 accrued paid leave upon an employee's separation from employment,  
5 provide notice to each employee of such change. For purposes of this  
6 section, "paid leave" includes, but is not limited to, compensatory time,  
7 vacation time, personal days off or other paid time off.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2024</i>	New section

**Statement of Legislative Commissioners:**

The paragraph was rewritten for clarity.

**LAB** Joint Favorable Subst. -LCO

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*The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.*

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**OFA Fiscal Note**

**State Impact:** None

**Municipal Impact:** None

**Explanation**

The bill, which requires employers to provide a minimum of 12 months' notice prior to making changes to certain paid time off policies, does not result in any fiscal impact to the state or municipalities as no enforcement mechanism is specified.

**The Out Years**

**State Impact:** None

**Municipal Impact:** None

**OLR Bill Analysis**

**sHB 5468**

***AN ACT CONCERNING TIME TO PLAN FOR SEPARATION FROM EMPLOYMENT.***

**SUMMARY**

This bill requires employers to give their employees at least 12 months' notice before changing their policies on payments for unused accrued paid leave when an employee separates from employment. Under the bill, "paid leave" includes compensatory time, vacation time, personal days off, or other paid time off. (The bill does not specify how employers must provide the notice or an enforcement mechanism for violations of the requirement.)

EFFECTIVE DATE: October 1, 2024

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable

Yea 11    Nay 1    (03/21/2024)