

Labor and Public Employees Committee

JOINT FAVORABLE REPORT

Bill No.: HB-5005

Title: AN ACT STUDYING PAID SICK DAYS.

Vote Date: 3/21/2024

Vote Action: Joint Favorable Substitute

PH Date: 3/5/2024

File No.:

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SPONSORS OF BILL:

Labor & Public Employees Committee

REASONS FOR BILL:

The reason for this bill is to provide all workers in the state with paid sick days, in order to ensure that workers are able to take time off for personal and family medical emergencies and treatment. This is intended to support the health of the state's workforce and expands upon earlier paid sick leave legislation.

The substitute language strikes the underlying study and replaces it with an expansion of paid sick days as described above, and expands the definition of family to include individuals whose association to the worker is equivalent to a family member.

RESPONSE FROM ADMINISTRATION/AGENCY:

None provided.

NATURE AND SOURCES OF SUPPORT:

Tonishia Signore, Policy Director, She Leads Justice: testified in support of this bill, and requested that a paid sick days bill cover all workers, bring the eligibility and accrual criteria in line with nearby states, expand the definition of family, extend access to "safe days" for employees, and help to protect against future pandemics. She elaborated on the specifics of these points, and highlighted the need to reduce the waiting period to access paid sick leave, as well as the importance of all workers being able to access paid sick days. She further testified in support of a family definition in line with that found in the state's PFML statutes, and the need to protect against future pandemics by allowing workers to utilize paid sick time if their workplace is closed due to a public health emergency.

Sarah Ganong, State Director, Working Families Power: offered testimony in support of this bill, and stated her support for universal paid sick days. She stated that while Connecticut led the way in 2011 with requiring paid sick days for employees, the state has fallen behind in recent years, and that presently up to 1.6 million workers in the state are not guaranteed paid sick leave under current legislation. She also reiterated the need for paid sick leave legislation to include an expanded definition of family, to allow people to care for individuals outside of the nuclear family.

Aziz Dekhan, Executive Director, CT Roundtable on Climate and Jobs: testified in support of this bill, and stated his hope that a study of paid sick leave does not delay an expansion of paid sick days.

NATURE AND SOURCES OF OPPOSITION:

None provided.

Reported by: Cameron Clarke

Date: 04/05/2024