



General Assembly

February Session, 2024

Raised Bill No. 5166

LCO No. 1125



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

AN ACT EXPANDING PAID SICK DAYS IN THE STATE.

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

1 Section 1. Section 31-57r of the 2024 supplement to the general
2 statutes is repealed and the following is substituted in lieu thereof
3 (*Effective January 1, 2025*):

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

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

13 [(2) "Day or temporary worker" means an individual who performs
14 work for another on (A) a per diem basis, or (B) an occasional or
15 irregular basis for only the time required to complete such work,

16 whether such individual is paid by the person for whom such work is
17 performed or by an employment agency or temporary help service, as
18 defined in section 31-129;]

19 [(3)] (2) "Employee" means an individual engaged in service to an
20 employer in the business of the employer. "Employee" does not include
21 an individual who is a member of a construction-related trade person
22 employee organization that is a party to a multiemployer health plan in
23 which more than one employer is required to contribute to such plan
24 and such plan is maintained pursuant to one or more collective
25 bargaining agreements between a construction-related trade person
26 employee organization or organizations and employers;

27 [(4)] (3) "Employer" means any person, firm, business, educational
28 institution, nonprofit agency, corporation, limited liability company or
29 other entity that (A) on and after January 1, 2025, employs [fifty or more
30 individuals in the state] twenty-five or more individuals in the state, (B)
31 on and after January 1, 2026, employs eleven or more individuals in the
32 state, and (C) on and after January 1, 2027, employs one or more
33 individuals in the state, which shall be determined based on such
34 person's, firm's, business', educational institution's, nonprofit agency's,
35 corporation's, limited liability company's or other entity's payroll for the
36 week containing October first, annually. "Employer" does not include:
37 [(A) Any business establishment classified in sector 31, 32 or 33 in the
38 North American Industrial Classification System, or (B) any nationally
39 chartered organization exempt from taxation under Section 501(c)(3) of
40 the Internal Revenue Code of 1986, or any subsequent corresponding
41 internal revenue code of the United States, as from time to time
42 amended, that provides all of the following services: Recreation, child
43 care and education;] (i) An employer that participates in a
44 multiemployer health plan in which more than one employer is required
45 to contribute to such plan and such plan is maintained pursuant to one
46 or more collective bargaining agreements between a construction-
47 related trade person employee organization or organizations and
48 employers, or (ii) a self-employed individual;

49 (4) "Family member" means a spouse, sibling, child, grandparent,
50 grandchild or parent of an employee. "Family member" does not include
51 an aunt, uncle, niece, nephew or cousin;

52 (5) "Family violence" has the same meaning as provided in section
53 46b-38a;

54 (6) "Grandchild" means a grandchild related to a person by blood,
55 marriage, adoption by a child of the grandparent or foster care by a child
56 of the grandparent;

57 (7) "Parent" means (A) a biological, foster or adoptive parent,
58 stepparent, parent-in-law or legal guardian of an employee or an
59 employee's spouse, (B) an individual standing in loco parentis to an
60 employee, or (C) an individual who stood in loco parentis to the
61 employee when the employee was a child;

62 [(6)] (8) "Mental health wellness day" means a day during which [a
63 service worker] an employee attends to such [service worker's]
64 employee's emotional and psychological well-being in lieu of attending
65 a regularly scheduled shift;

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

69 [(7)] (10) "Retaliatory personnel action" means any termination,
70 suspension, constructive discharge, demotion, unfavorable
71 reassignment, refusal to promote, disciplinary action or other adverse
72 employment action taken by an employer against an employee; [or a
73 service worker;]

74 [(8)] "Service worker" means an employee primarily engaged in an
75 occupation with one of the following broad or detailed occupation code
76 numbers and titles, as defined by the federal Bureau of Labor Statistics
77 Standard Occupational Classification system or any successor system:
78 (A) 11-9050 Food Service Managers; (B) 11-9110 Medical and Health

79 Services Managers; (C) 21-1020 Social Workers; (D) 21-1093 Social and
80 Human Service Assistants; (E) 21-1094 Community Health Workers; (F)
81 21-1099 Community and Social Service Specialists, All Other; (G) 25-
82 4020 Librarians; (H) 29-1050 Pharmacists; (I) 29-1070 Physician
83 Assistants; (J) 29-1120 Therapists; (K) 29-1140 Registered Nurses; (L) 29-
84 1150 Nurse Anesthetists; (M) 29-1160 Nurse Midwives; (N) 29-1170
85 Nurse Practitioners; (O) 29-2020 Dental Hygienists; (P) 29-2040
86 Emergency Medical Technicians and Paramedics; (Q) 29-2050 Health
87 Practitioner Support Technologists and Technicians; (R) 29-2060
88 Licensed Practical and Licensed Vocational Nurses; (S) 31-1011 Home
89 Health Aides; (T) 31-1012 Nursing Aides, Orderlies and Attendants; (U)
90 31-1013 Psychiatric Aides; (V) 31-9091 Dental Assistants; (W) 31-9092
91 Medical Assistants; (X) 33-9032 Security Guards; (Y) 33-9091 Crossing
92 Guards; (Z) 35-1010 Supervisors of Food Preparation and Serving
93 Workers; (AA) 35-2010 Cooks; (BB) 35-2020 Food Preparation Workers;
94 (CC) 35-3010 Bartenders; (DD) 35-3020 Fast Food and Counter Workers;
95 (EE) 35-3030 Waiters and Waitresses; (FF) 35-3040 Food Servers,
96 Nonrestaurant; (GG) 35-9010 Dining Room and Cafeteria Attendants
97 and Bartender Helpers; (HH) 35-9020 Dishwashers; (II) 35-9030 Hosts
98 and Hostesses, Restaurant, Lounge and Coffee Shop; (JJ) 35-9090
99 Miscellaneous Food Preparation and Serving Related Workers; (KK) 37-
100 2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners;
101 (LL) 37-2019 Building Cleaning Workers, All Other; (MM) 39-3030
102 Ushers, Lobby Attendants and Ticket Takers; (NN) 39-5010 Barbers,
103 Hairdressers, Hairstylists and Cosmetologists; (OO) 39-6010 Baggage
104 Porters, Bellhops and Concierges; (PP) 39-9010 Child Care Workers;
105 (QQ) 39-9021 Personal Care Aides; (RR) 41-1010 First-Line Supervisors
106 of Sales Workers; (SS) 41-2011 Cashiers; (TT) 41-2021 Counter and
107 Rental Clerks; (UU) 41-2030 Retail Salespersons; (VV) 43-3070 Tellers;
108 (WW) 43-4080 Hotel, Motel and Resort Desk Clerks; (XX) 43-4170
109 Receptionists and Information Clerks; (YY) 43-5020 Couriers and
110 Messengers; (ZZ) 43-6010 Secretaries and Administrative Assistants;
111 (AAA) 43-9010 Computer Operators; (BBB) 43-9020 Data Entry and
112 Information Processing Workers; (CCC) 43-9030 Desktop Publishers;
113 (DDD) 43-9040 Insurance Claims and Policy Processing Clerks; (EEE)

114 43-9050 Mail Clerks and Mail Machine Operators, Except Postal Service;
115 (FFF) 43-9060 Office Clerks, General; (GGG) 43-9070 Office Machine
116 Operators, Except Computer; (HHH) 43-9080 Proofreaders and Copy
117 Markers; (III) 43-9110 Statistical Assistants; (JJJ) 43-9190 Miscellaneous
118 Office and Administrative Support Workers; (KKK) 51-3010 Bakers;
119 (LLL) 51-3020 Butchers and Other Meat, Poultry and Fish Processing
120 Workers; (MMM) 51-3090 Miscellaneous Food Processing Workers;
121 (NNN) 53-3010 Ambulance Drivers and Attendants, Except Emergency
122 Medical Technicians; (OOO) 53-3020 Bus Drivers; (PPP) 53-3040 Taxi
123 Drivers and Chauffeurs; or (QQQ) 29-2034 Radiologic Technologists,
124 and is (i) paid on an hourly basis, or (ii) not exempt from the minimum
125 wage and overtime compensation requirements of the Fair Labor
126 Standards Act of 1938 and the regulations promulgated thereunder, as
127 amended from time to time. "Service worker" does not include day or
128 temporary workers;]

129 ~~[(9)]~~ [(11)] "Sexual assault" means any act that constitutes a violation of
130 section 53a-70b of the general statutes, revision of 1958, revised to
131 January 1, 2019, or section 53a-70, 53a-70a, 53a-71, 53a-72a, 53a-72b or
132 53a-73a;

133 [(12)] "Sibling" means a brother or sister related to an employee by (A)
134 blood, marriage or adoption by a parent of the employee, or (B) by foster
135 care placement;

136 ~~[(10)]~~ [(13)] "Spouse" means a [husband or wife, as the case may be]
137 person who is (A) legally married to an employee under the laws of any
138 state, or (B) a domestic partner of an employee registered under the laws
139 of any state or political subdivision; and

140 ~~[(11)]~~ [(14)] "Year" means [any] a three-hundred-sixty-five-day period
141 used by an employer to calculate employee benefits that begins on
142 January first and ends on December thirty-first.

143 Sec. 2. Section 31-57s of the general statutes is repealed and the
144 following is substituted in lieu thereof (*Effective January 1, 2025*):

145 (a) Each employer shall provide forty hours of paid sick leave
146 annually to each of such employer's [service workers] employees in the
147 state. Such paid sick leave shall [accrue (1) beginning January 1, 2012, or
148 for a service worker hired after said date, beginning on the service
149 worker's date of employment, (2) at a rate of one hour of paid sick leave
150 for each forty hours worked by a service worker, and (3) in one-hour
151 increments up to a maximum of forty hours per year. Each service
152 worker shall be entitled to carry over up to forty unused accrued hours
153 of paid sick leave from the current year to the following year, but no
154 service worker shall be entitled to use more than the maximum number
155 of accrued hours, as described in subdivision (3) of this subsection, in
156 any year] be provided as follows: (1) For employees who have been
157 employed by such employer for one hundred eighty days prior to
158 January 1, 2025, such employer shall provide such employees with the
159 amount of sick leave required pursuant to this section on January 1,
160 2025, (2) for employees who have not been employed by such employer
161 for one hundred eighty days prior to January 1, 2025, an employer shall
162 provide such employees with the amount of sick leave required
163 pursuant to this section upon such employees' one hundred eightieth
164 day of employment with such employer from such employee's date of
165 hire, and (3) for employees hired on or after January 1, 2025, such
166 employer shall provide such employees with the amount of sick leave
167 required pursuant to this section upon such employee's one hundred
168 eightieth day of employment with such employer from such employee's
169 date of hire.

170 (b) [A service worker] An employee shall be entitled to the use of
171 [accrued] received paid sick leave [upon the completion of the service
172 worker's six-hundred-eightieth hour of employment from January 1,
173 2012, if the service worker was hired prior to January 1, 2012, or if hired
174 after January 1, 2012, upon the completion of the service worker's six-
175 hundred-eightieth hour of employment from the date of hire, unless the
176 employer agrees to an earlier date. A service worker shall not be entitled
177 to the use of accrued paid sick leave if such service worker did not work
178 an average of ten or more hours per week for the employer in the most

179 recent complete quarter] immediately.

180 (c) An employer shall be deemed to be in compliance with this section
181 if the employer (1) offers any other paid leave, or combination of other
182 paid leave that [(1)] (A) may be used for the purposes of and under the
183 same conditions provided in section 31-57t, as amended by this act, and
184 [(2)] (B) is [accrued] received in total at a rate equal to or greater than
185 the rate described in subsections (a) and (b) of this section, or (2)
186 provides a one-time payment to each employee equal to forty hours of
187 work at a pay rate equal to the greater of either (A) the normal hourly
188 wage for that employee, or (B) the minimum fair wage rate under
189 section 31-58 in effect at the time of such payment. For the purposes of
190 this subsection, "other paid leave" may include, but need not be limited
191 to, paid vacation, personal days or paid time off.

192 (d) Each employer shall pay each [service worker] employee for paid
193 sick leave at a pay rate equal to [the greater of either] (1) the normal
194 hourly wage for that [service worker] employee, or (2) the minimum fair
195 wage rate under section 31-58 in effect for the pay period during which
196 the employee [used] uses paid sick leave, whichever is greater. For any
197 [service worker] employee whose hourly wage varies depending on the
198 work performed by [the service worker] such employee, "normal hourly
199 wage" means the average hourly wage of the [service worker] employee
200 in the pay period prior to the one in which the [service worker used]
201 employee uses paid sick leave.

202 (e) Notwithstanding the provisions of this section and sections 31-57t
203 to 31-57w, inclusive, as amended by this act, and upon the mutual
204 consent of the [service worker] employee and employer, [a service
205 worker] an employee who chooses to work additional hours or shifts
206 during the same or following pay period, in lieu of hours or shifts
207 missed, shall not use [accrued] paid sick leave.

208 (f) (1) If an employee is transferred by an employer to another
209 division, entity or worksite but remains employed by such employer,
210 such employee shall retain and may use all paid sick leave received by

211 the employee while working at such prior division, entity or worksite.

212 (2) If another employer succeeds or takes the place of an existing
213 employer, each employee of the original employer who remains
214 employed by such other successor employer shall retain and may use
215 all paid sick leave received while employed by the original employer.

216 (g) No employer shall require an employee who will use or is using
217 paid sick leave to search for or find another employee to serve as a
218 replacement for such employee to work the hours that such employee is
219 or was scheduled to work.

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

224 Sec. 3. Section 31-57t of the 2024 supplement to the general statutes is
225 repealed and the following is substituted in lieu thereof (*Effective January*
226 *1, 2025*):

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

230 (1) For (A) [a service worker's] an employee's illness, injury or health
231 condition, (B) the medical diagnosis, care or treatment of [a service
232 worker's] an employee's mental [illness] or physical illness, injury or
233 health condition, (C) preventative medical care for [a service worker] an
234 employee's mental or physical health, or (D) a mental health wellness
235 day;

236 (2) For (A) [a service worker's child's or spouse's] illness, injury or
237 health condition of an employee's family member, (B) the medical
238 diagnosis, care or treatment of [a service worker's child's or spouse's]
239 mental or physical illness, injury or health condition of an employee's
240 family member, or (C) preventative medical care for [a child or spouse

241 of a service worker; and] an employee's family member for such family
242 member's mental or physical health;

243 (3) For closure, by order of a public official due to a public health
244 emergency, of either (A) an employer's place of business, or (B) a family
245 member's school or place of care;

246 (4) For a determination by a health authority having jurisdiction, an
247 employer of the employee, an employer of a family member or a health
248 care provider, that such employee or family member poses a risk to the
249 health of others due to such employee's or family member's exposure to
250 a communicable illness, whether or not the employee or family member
251 contracted the communicable illness; and

252 ~~[(3)]~~ (5) Where [a service worker] an employee or an employee's
253 family member is [(A)] a victim of family violence or sexual assault, [or
254 (B) the parent or guardian of a child who is a victim of family violence
255 or sexual assault,] provided such [service worker] employee is not the
256 perpetrator or alleged perpetrator of such family violence or sexual
257 assault, for [(i)] (A) medical care or psychological or other counseling
258 for physical or psychological injury or disability, [(ii)] (B) obtaining
259 services from a victim services organization, [(iii)] (C) relocating due to
260 such family violence or sexual assault, or [(iv)] (D) participating in any
261 civil or criminal proceedings related to or resulting from such family
262 violence or sexual assault.

263 (b) If [a service worker's] an employee's need to use paid sick leave is
264 foreseeable, an employer may require advance notice, not to exceed
265 seven days prior to the date such leave is to begin, of the intention to use
266 such leave. If [a service worker's] an employee's need for such leave is
267 not foreseeable, an employer may require [a service worker] an
268 employee to give notice of such intention as soon as practicable. [For
269 paid sick leave of three or more consecutive days, an employer may
270 require reasonable documentation that such leave is being taken for one
271 of the purposes permitted under subsection (a) of this section. If such
272 leave is permitted under subdivision (1) or (2) of subsection (a) of this

273 section, documentation signed by a health care provider who is treating
274 the service worker or the service worker's child or spouse indicating the
275 need for the number of days of such leave shall be considered
276 reasonable documentation. If such leave is permitted under subdivision
277 (3) of subsection (a) of this section, a court record or documentation
278 signed by a service worker or volunteer working for a victim services
279 organization, an attorney, a police officer or other counselor involved
280 with the service worker shall be considered reasonable documentation.]
281 No employer shall require an employee to provide such employer with
282 documentation showing that such employee took paid sick leave for one
283 of the purposes permitted under subsection (a) of this section.

284 (c) Nothing in sections 31-57s to 31-57w, inclusive, as amended by
285 this act, shall be deemed to require any employer to provide paid sick
286 leave for [a service worker's] an employee's leave for any purpose other
287 than those described in this section.

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

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

299 Sec. 4. Section 31-57u of the general statutes is repealed and the
300 following is substituted in lieu thereof (*Effective January 1, 2025*):

301 (a) Nothing in sections 31-57s to 31-57w, inclusive, as amended by
302 this act, shall be construed to (1) prevent employers from providing
303 more paid sick leave than is required under said sections, [31-57s to 31-
304 57w, inclusive,] (2) diminish any rights provided to any employee [or

305 service worker] under a collective bargaining agreement, or (3) preempt
306 or override the terms of any collective bargaining agreement effective
307 prior to January 1, 2012.

308 (b) Nothing in sections 31-57s to 31-57w, inclusive, as amended by
309 this act, shall be construed to prohibit an employer (1) from establishing
310 a policy whereby [a service worker] an employee may donate unused
311 [accrued] paid sick leave to another [service worker] employee, and (2)
312 who provides more paid sick leave than is required under sections 31-
313 57s to 31-57w, inclusive, as amended by this act, for the purposes
314 described in subdivision (1) of subsection (a) of section 31-57t, as
315 amended by this act, from limiting the amount of such leave [a service
316 worker] an employee may use for other purposes.

317 (c) Any termination of [a service worker's] an employee's
318 employment by an employer, whether voluntary or involuntary, shall
319 be construed as a break in service. Should any [service worker]
320 employee subsequently be rehired by the employer following a break in
321 service, the [service worker] employee (1) shall [(1)] begin to [accrue]
322 receive sick leave in accordance with section 31-57s, as amended by this
323 act, and (2) shall not be entitled to any unused hours of paid sick leave
324 that had been [accrued] received prior to the [service worker's]
325 employee's break in service unless agreed to by the employer.

326 Sec. 5. Section 31-57v of the general statutes is repealed and the
327 following is substituted in lieu thereof (*Effective January 1, 2025*):

328 (a) No employer shall take retaliatory personnel action or
329 discriminate against an employee because the employee (1) requests or
330 uses paid sick leave either in accordance with sections 31-57s, as
331 amended by this act, and 31-57t, as amended by this act, or in
332 accordance with the employer's own paid sick leave policy, as the case
333 may be, or (2) files a complaint with the Labor Commissioner alleging
334 the employer's violation of sections 31-57s to 31-57w, inclusive, as
335 amended by this act.

336 (b) The Labor Commissioner shall advise any employee who (1) is

337 covered by a collective bargaining agreement that provides for paid sick
338 days, and (2) files a complaint pursuant to subsection (a) of this section
339 of [his or her] the employee's right to pursue a grievance with [his or
340 her] the employee's collective bargaining agent.

341 (c) Any employee aggrieved by a violation of the provisions of
342 sections 31-57s to 31-57w, inclusive, as amended by this act, may file a
343 complaint with the Labor Commissioner. Upon receipt of any such
344 complaint, [said] the commissioner may hold a hearing. After the
345 hearing, any employer who is found by the Labor Commissioner, by a
346 preponderance of the evidence, to have violated the provisions of
347 subsection (a) of this section shall be liable to the Labor Department for
348 a civil penalty of five hundred dollars for each violation. Any employer
349 who is found by the Labor Commissioner, by a preponderance of the
350 evidence, to have violated the provisions of sections 31-57s to 31-57u,
351 inclusive, as amended by this act, or section 31-57w, as amended by this
352 act, shall be liable to the Labor Department for a civil penalty of up to
353 one hundred dollars for each violation. The Labor Commissioner may
354 award the employee all appropriate relief, including the payment for
355 used paid sick leave, rehiring or reinstatement to the employee's
356 previous job, payment of back wages and reestablishment of employee
357 benefits to which the employee otherwise would have been eligible if
358 the employee had not been subject to such retaliatory personnel action
359 or discriminated against. Any party aggrieved by the decision of the
360 commissioner may appeal the decision to the Superior Court in
361 accordance with the provisions of chapter 54.

362 (d) The Labor Commissioner shall administer this section within
363 available appropriations.

364 Sec. 6. Section 31-57w of the general statutes is repealed and the
365 following is substituted in lieu thereof (*Effective January 1, 2025*):

366 (a) Each employer subject to the provisions of section 31-57s, as
367 amended by this act, shall, at the time of hiring, provide notice to each
368 [service worker] employee (1) of (A) the entitlement to paid sick leave

369 for [service workers,] employees, (B) the amount of paid sick leave
370 provided to [service workers] employees, and (C) the terms under
371 which paid sick leave may be used, (2) that retaliation by the employer
372 against the [service worker] employee for requesting or using paid sick
373 leave for which the [service worker] employee is eligible is prohibited,
374 and (3) that the [service worker] employee has a right to file a complaint
375 with the Labor Commissioner for any violation of this section and of
376 sections 31-57s to 31-57v, inclusive, as amended by this act. [Employers
377 may]

378 (b) Each employer shall comply with the provisions of subsection (a)
379 of this section by (1) displaying a poster in a conspicuous place,
380 accessible to [service workers] employees, at the employer's place of
381 business that contains the information required by this section in both
382 English and Spanish, [The Labor Commissioner may adopt
383 regulations, in accordance with chapter 54, to establish additional
384 requirements concerning the means by which employers shall provide
385 such notice. The Labor Commissioner shall administer this section
386 within available appropriations.] and (2) providing written notice to
387 each employee not later than January 1, 2025, or at the time of hire,
388 whichever is later. For employers that do not maintain a physical
389 workplace or for employees that telework or perform work through a
390 web-based or application-based platform, employers shall comply with
391 the provisions of subdivision (1) of this subsection by sending such
392 information via electronic communication or by a conspicuous posting
393 of such information on a web-based or application-based platform.

394 (c) Each employer subject to the provisions of section 31-57s, as
395 amended by this act, shall include in the record required under section
396 31-13a (1) the number of hours, if any, of paid sick leave used by the
397 employee during the calendar year, and (2) the number of employees, if
398 any, the employer provides a one-time payment to in lieu of paid sick
399 days during the calendar year. Each employer shall retain such records
400 for a period of three years and shall allow the Labor Commissioner, with
401 appropriate notice and at a mutually agreeable time, access to such
402 record in order to monitor compliance with the requirements of this

403 section. Failure by an employer to retain adequate records documenting
404 hours worked by an employee and paid sick leave used by such
405 employee or to allow reasonable access to such records shall be a
406 violation of this subsection

407 (d) The Labor Commissioner may adopt regulations, in accordance
408 with the provisions of chapter 54, to implement the provisions of this
409 section and sections 31-57s to 31-57v, inclusive, as amended by this act.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>January 1, 2025</i>	31-57r
Sec. 2	<i>January 1, 2025</i>	31-57s
Sec. 3	<i>January 1, 2025</i>	31-57t
Sec. 4	<i>January 1, 2025</i>	31-57u
Sec. 5	<i>January 1, 2025</i>	31-57v
Sec. 6	<i>January 1, 2025</i>	31-57w

Statement of Purpose:

To expand the paid sick days statutes to (1) apply to more employers and employees, (2) expand the categories of family members an employee may use paid sick leave to care for, (3) expand the permitted purposes that an employee may use paid sick leave for, (4) modify the rate at which an employee may receive paid sick leave, and (5) make other conforming and clarifying changes.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]