



General Assembly

February Session, 2024

**Raised Bill No. 5469**

LCO No. 2589



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:  
(LAB)

**AN ACT CONCERNING FLEXIBLE HOLIDAYS FOR STATE EMPLOYEES.**

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

1 Section 1. Section 5-250 of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective October 1, 2024*):

3 (a) Each appointing authority shall grant to each full-time employee  
4 in a permanent position in the state service, who has worked at least one  
5 full calendar year, an annual vacation with pay of twenty-one  
6 consecutive calendar days or its equivalent. Each such employee who  
7 has completed twenty years of service shall be entitled to one day for  
8 each additional year up to twenty-five years of service, and each such  
9 employee with twenty-five or more years of service shall be entitled to  
10 not more than twenty days' vacation, subject to regulations issued by  
11 the Commissioner of Administrative Services. The Commissioner of  
12 Administrative Services may adopt regulations, in accordance with the  
13 provisions of chapter 54, concerning the accrual, prorating and granting  
14 of vacation leave with pay as required. Computation of such vacation  
15 leave may be made on an hourly basis. Hourly computation of vacation

16 leave shall not diminish benefit entitlement.

17 (b) An appointing authority may permit a full-time permanent  
18 employee in the state service to accumulate vacation days with pay up  
19 to a maximum of one hundred twenty vacation days, subject to  
20 regulations issued by the Commissioner of Administrative Services.

21 (c) In addition to annual vacation, each appointing authority shall  
22 grant to each full-time permanent employee in the state service three  
23 days of personal leave of absence with pay in each calendar year.  
24 Personal leave of absence shall be for the purpose of conducting private  
25 affairs, including observance of religious holidays, and shall not be  
26 deducted from vacation or sick leave credits. Personal leave of absence  
27 days not taken in a calendar year shall not be accumulated.

28 (d) In addition to annual vacation, each appointing authority shall  
29 permit each full-time permanent employee in the state service to  
30 substitute two legal holidays for two flexible holidays with pay in each  
31 calendar year. Flexible holidays may be used for any reason an  
32 employee deems necessary, including, but not limited to, religious  
33 holidays and cultural festivities and shall not be deducted from vacation  
34 or sick leave credits. An employee may use a flexible holiday, provided  
35 such employee substitutes a current legal holiday for such flexible  
36 holiday and works on such legal holiday. No appointing authority may  
37 restrict which legal holiday an employee may substitute in order to use  
38 such flexible holiday. Flexible holidays not taken in a calendar year shall  
39 not be accumulated. For purposes of this subsection, "legal holiday"  
40 means any day designated as a legal holiday pursuant to section 1-4.  
41 The Commissioner of Administrative Services shall issue regulations  
42 governing the permitting of flexible holidays to employees in state  
43 service who are currently required to work on legal holidays, such  
44 regulations shall be approved by the Secretary of the Office of Policy  
45 and Management.

46 [(d)] (e) Vacation accruals earned by employees in the unclassified  
47 service, in accordance with administrative practice or internal

48 departmental policy, which accrual practice or policy was included, by  
49 the appointing authority, in the terms of employment on the basis of  
50 which such employees were employed prior to July 1, 1972, and which  
51 accruals have not been used and which can be verified by written  
52 attendance records, remain to the credit of such employees for use as  
53 vacation time or for payment as provided in section 5-252, as the case  
54 may be.

55 [(e)] (f) Notwithstanding the provisions of this section, a general  
56 worker employed in a position by the Department of Developmental  
57 Services as a self-advocate, not to exceed eleven such general workers,  
58 shall be eligible for prorated vacation and personal leave.

59 Sec. 2. Subsection (c) of section 51-12 of the general statutes is  
60 repealed and the following is substituted in lieu thereof (*Effective October*  
61 *1, 2024*):

62 (c) Notwithstanding the provisions of this section, subsection (c) of  
63 section 5-247 and subsection [(d)] (e) of section 5-250, as amended by  
64 this act, sick leave accruals earned by employees of the Judicial  
65 Department prior to June 30, 1967, may be credited for payment on  
66 retirement under regulations promulgated by the judges of the Supreme  
67 Court pursuant to the provisions of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2024</i>	5-250
Sec. 2	<i>October 1, 2024</i>	51-12(c)

**Statement of Purpose:**

To grant state employees two paid flexible holidays to swap with any legal holiday.

*[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.]*