



General Assembly

February Session, 2024

**Substitute Bill No. 5469**



**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 Section 5-250 of the general statutes is repealed and the  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 flexible holidays for two legal holidays, designated  
31 pursuant to section 1-4, with pay in each calendar year. Flexible holidays  
32 may be used for any reason an employee deems necessary, including,  
33 but not limited to, religious holidays and cultural festivities and shall  
34 not be deducted from vacation or sick leave credits. An employee may  
35 use a flexible holiday, provided such employee substitutes a current  
36 legal holiday for such flexible holiday and works on such legal holiday.  
37 No appointing authority may restrict which legal holiday an employee  
38 may substitute in order to use such flexible holiday. Flexible holidays  
39 not taken in a calendar year shall not be accumulated. The  
40 Commissioner of Administrative Services shall adopt regulations, in  
41 accordance with the provisions of chapter 54, concerning the  
42 implementation of the provisions of this subsection.

43 [(d)] (e) Vacation accruals earned by employees in the unclassified  
44 service, in accordance with administrative practice or internal  
45 departmental policy, which accrual practice or policy was included, by  
46 the appointing authority, in the terms of employment on the basis of  
47 which such employees were employed prior to July 1, 1972, and which  
48 accruals have not been used and which can be verified by written  
49 attendance records, remain to the credit of such employees for use as  
50 vacation time or for payment as provided in section 5-252, as the case  
51 may be.

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

56 Sec. 2. Subsection (c) of section 51-12 of the general statutes is  
57 repealed and the following is substituted in lieu thereof (*Effective October*  
58 *1, 2024*):

59 (c) Notwithstanding the provisions of this section, subsection (c) of  
60 section 5-247 and subsection [(d)] (e) of section 5-250, as amended by  
61 this act, sick leave accruals earned by employees of the Judicial  
62 Department prior to June 30, 1967, may be credited for payment on  
63 retirement under regulations promulgated by the judges of the Supreme  
64 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 Legislative Commissioners:**

Section 1(d) was rewritten for consistency with standard drafting conventions.

**LAB**      *Joint Favorable Subst. -LCO*