



General Assembly

Amendment

February Session, 2024

LCO No. 4386



Offered by:

REP. SANCHEZ E., 24th Dist.

SEN. LOONEY, 11th Dist.

REP. RITTER M., 1st Dist.

SEN. DUFF, 25th Dist.

REP. ROJAS, 9th Dist.

REP. WILSON, 46th Dist.

SEN. KUSHNER, 24th Dist.

SEN. CABRERA, 17th Dist.

To: Subst. House Bill No. 5005

File No. 357

Cal. No. 232

"AN ACT EXPANDING PAID SICK DAYS IN THE STATE."

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

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4 statutes is repealed and the following is substituted in lieu thereof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

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

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

13 an individual to whom the employee stood in loco parentis when the
14 individual was a child;

15 [(2) "Day or temporary worker" means an individual who performs
16 work for another on (A) a per diem basis, or (B) an occasional or
17 irregular basis for only the time required to complete such work,
18 whether such individual is paid by the person for whom such work is
19 performed or by an employment agency or temporary help service, as
20 defined in section 31-129;]

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

30 [(4)] (3) "Employer" means any person, firm, business, educational
31 institution, nonprofit agency, corporation, limited liability company or
32 other entity that (A) on and after January 1, 2025, employs [fifty or more]
33 twenty-five or more individuals in the state, (B) on and after January 1,
34 2026, employs eleven or more individuals in the state, and (C) on and
35 after January 1, 2027, employs one or more individuals in the state which
36 shall be determined based on such person's, firm's, business',
37 educational institution's, nonprofit agency's, corporation's, limited
38 liability company's or other entity's payroll for the week containing
39 [October] January first, annually. ["Employer" does not include: (A) Any
40 business establishment classified in sector 31, 32 or 33 in the North
41 American Industrial Classification System, or (B) any nationally
42 chartered organization exempt from taxation under Section 501(c)(3) of
43 the Internal Revenue Code of 1986, or any subsequent corresponding
44 internal revenue code of the United States, as from time to time
45 amended, that provides all of the following services: Recreation, child

46 care and education;] "Employer" does not include (i) an employer that
47 participates in a multiemployer health plan in which more than one
48 employer is required to contribute to such plan and such plan is
49 maintained pursuant to one or more collective bargaining agreements
50 between a construction-related tradesperson employee organization or
51 organizations and employers, or (ii) a self-employed individual;

52 (4) "Family member" means a spouse, sibling, child, grandparent,
53 grandchild or parent of an employee or an individual related to the
54 employee by blood or affinity whose close association the employee
55 shows to be equivalent to those family relationships;

56 (5) "Family violence" has the same meaning as provided in section
57 46b-38a;

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

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

66 [(6)] (8) "Mental health wellness day" means a day during which [a
67 service worker] an employee attends to such [service worker's]
68 employee's emotional and psychological well-being in lieu of attending
69 a regularly scheduled shift;

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

73 [(7)] (10) "Retaliatory personnel action" means any termination,
74 suspension, constructive discharge, demotion, unfavorable
75 reassignment, refusal to promote, disciplinary action or other adverse

76 employment action taken by an employer against an employee; [or a
77 service worker;]

78 [(8) "Service worker" means an employee primarily engaged in an
79 occupation with one of the following broad or detailed occupation code
80 numbers and titles, as defined by the federal Bureau of Labor Statistics
81 Standard Occupational Classification system or any successor system:
82 (A) 11-9050 Food Service Managers; (B) 11-9110 Medical and Health
83 Services Managers; (C) 21-1020 Social Workers; (D) 21-1093 Social and
84 Human Service Assistants; (E) 21-1094 Community Health Workers; (F)
85 21-1099 Community and Social Service Specialists, All Other; (G) 25-
86 4020 Librarians; (H) 29-1050 Pharmacists; (I) 29-1070 Physician
87 Assistants; (J) 29-1120 Therapists; (K) 29-1140 Registered Nurses; (L) 29-
88 1150 Nurse Anesthetists; (M) 29-1160 Nurse Midwives; (N) 29-1170
89 Nurse Practitioners; (O) 29-2020 Dental Hygienists; (P) 29-2040
90 Emergency Medical Technicians and Paramedics; (Q) 29-2050 Health
91 Practitioner Support Technologists and Technicians; (R) 29-2060
92 Licensed Practical and Licensed Vocational Nurses; (S) 31-1011 Home
93 Health Aides; (T) 31-1012 Nursing Aides, Orderlies and Attendants; (U)
94 31-1013 Psychiatric Aides; (V) 31-9091 Dental Assistants; (W) 31-9092
95 Medical Assistants; (X) 33-9032 Security Guards; (Y) 33-9091 Crossing
96 Guards; (Z) 35-1010 Supervisors of Food Preparation and Serving
97 Workers; (AA) 35-2010 Cooks; (BB) 35-2020 Food Preparation Workers;
98 (CC) 35-3010 Bartenders; (DD) 35-3020 Fast Food and Counter Workers;
99 (EE) 35-3030 Waiters and Waitresses; (FF) 35-3040 Food Servers,
100 Nonrestaurant; (GG) 35-9010 Dining Room and Cafeteria Attendants
101 and Bartender Helpers; (HH) 35-9020 Dishwashers; (II) 35-9030 Hosts
102 and Hostesses, Restaurant, Lounge and Coffee Shop; (JJ) 35-9090
103 Miscellaneous Food Preparation and Serving Related Workers; (KK) 37-
104 2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners;
105 (LL) 37-2019 Building Cleaning Workers, All Other; (MM) 39-3030
106 Ushers, Lobby Attendants and Ticket Takers; (NN) 39-5010 Barbers,
107 Hairdressers, Hairstylists and Cosmetologists; (OO) 39-6010 Baggage
108 Porters, Bellhops and Concierges; (PP) 39-9010 Child Care Workers;
109 (QQ) 39-9021 Personal Care Aides; (RR) 41-1010 First-Line Supervisors

110 of Sales Workers; (SS) 41-2011 Cashiers; (TT) 41-2021 Counter and
111 Rental Clerks; (UU) 41-2030 Retail Salespersons; (VV) 43-3070 Tellers;
112 (WW) 43-4080 Hotel, Motel and Resort Desk Clerks; (XX) 43-4170
113 Receptionists and Information Clerks; (YY) 43-5020 Couriers and
114 Messengers; (ZZ) 43-6010 Secretaries and Administrative Assistants;
115 (AAA) 43-9010 Computer Operators; (BBB) 43-9020 Data Entry and
116 Information Processing Workers; (CCC) 43-9030 Desktop Publishers;
117 (DDD) 43-9040 Insurance Claims and Policy Processing Clerks; (EEE)
118 43-9050 Mail Clerks and Mail Machine Operators, Except Postal Service;
119 (FFF) 43-9060 Office Clerks, General; (GGG) 43-9070 Office Machine
120 Operators, Except Computer; (HHH) 43-9080 Proofreaders and Copy
121 Markers; (III) 43-9110 Statistical Assistants; (JJJ) 43-9190 Miscellaneous
122 Office and Administrative Support Workers; (KKK) 51-3010 Bakers;
123 (LLL) 51-3020 Butchers and Other Meat, Poultry and Fish Processing
124 Workers; (MMM) 51-3090 Miscellaneous Food Processing Workers;
125 (NNN) 53-3010 Ambulance Drivers and Attendants, Except Emergency
126 Medical Technicians; (OOO) 53-3020 Bus Drivers; (PPP) 53-3040 Taxi
127 Drivers and Chauffeurs; or (QQQ) 29-2034 Radiologic Technologists,
128 and is (i) paid on an hourly basis, or (ii) not exempt from the minimum
129 wage and overtime compensation requirements of the Fair Labor
130 Standards Act of 1938 and the regulations promulgated thereunder, as
131 amended from time to time. "Service worker" does not include day or
132 temporary workers;]

133 (11) "Seasonal employee" means an employee who works one
134 hundred twenty days or less in any year;

135 [(9)] (12) "Sexual assault" means any act that constitutes a violation of
136 section 53a-70b of the general statutes, revision of 1958, revised to
137 January 1, 2019, or section 53a-70, 53a-70a, 53a-71, 53a-72a, 53a-72b or
138 53a-73a;

139 (13) "Sibling" means a brother or sister related to an employee by (A)
140 blood, marriage or adoption by a parent of the employee, or (B) by foster
141 care placement;

142 [(10)] (14) "Spouse" means a [husband or wife, as the case may be]
143 person who is (A) legally married to an employee under the laws of any
144 state, or (B) a domestic partner of an employee registered under the laws
145 of any state or political subdivision; and

146 [(11)] (15) "Year" means any three-hundred-sixty-five-day period
147 used by an employer to calculate employee benefits.

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

150 (a) Each employer shall provide paid sick leave annually to each of
151 such employer's [service workers] employees in the state. Such paid sick
152 leave shall accrue (1) (A) beginning (i) January 1, [2012] 2025, for an
153 employee of an employer that employs twenty-five or more individuals
154 in the state, (ii) January 1, 2026, for an employee of an employer that
155 employs eleven or more individuals in the state, or (iii) January 1, 2027,
156 for an employee of an employer that employs one or more individuals
157 in the state, or (B) for [a service worker] an employee hired after said
158 [date] dates, beginning on the [service worker's] employee's first date of
159 employment, (2) at a rate of one hour of paid sick leave for each [forty]
160 thirty hours worked by [a service worker] an employee, and (3) in one-
161 hour increments up to a maximum of forty hours per year. [Each service
162 worker] An employer may provide its employees with a greater amount
163 of paid sick leave or provide paid sick leave at a faster rate than required
164 by this subsection. Each employee shall be entitled to carry over up to
165 forty unused accrued hours of paid sick leave from the current year to
166 the following year, but no [service worker] employee shall be entitled to
167 use more than the maximum number of accrued hours, as described in
168 subdivision (3) of this subsection, in any year. In lieu of any carry-over
169 of unused paid sick leave from the current year to the following year, an
170 employer may provide an employee with an amount of paid sick leave
171 that meets or exceeds the requirements of this subsection and is
172 available for the employee's immediate use at the beginning of the
173 following year.

174 (b) [A service worker] An employee shall be entitled to the use of any
175 accrued paid sick leave [upon the completion of the service worker's six-
176 hundred-eightieth hour of employment from January 1, 2012, if the
177 service worker was hired prior to January 1, 2012, or if hired after
178 January 1, 2012, upon the completion of the service worker's six-
179 hundred-eightieth hour of employment from the date of hire, unless the
180 employer agrees to an earlier date. A service worker shall not be entitled
181 to the use of accrued paid sick leave if such service worker did not work
182 an average of ten or more hours per week for the employer in the most
183 recent complete quarter] on and after the one hundred twentieth
184 calendar day of such employee's employment.

185 (c) An employer shall be deemed to be in compliance with this section
186 if the employer offers any other paid leave, or combination of other paid
187 leave that (1) may be used for the purposes of, and under the same
188 conditions as provided in, section 31-57t, as amended by this act, and (2)
189 is accrued in total at a rate equal to or greater than the rate described in
190 [subsections] subsection (a) [and (b)] of this section. For the purposes of
191 this subsection, "other paid leave" may include, but need not be limited
192 to, paid vacation, personal days or paid time off, including unlimited
193 paid time off.

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

204 (e) Notwithstanding the provisions of this section and sections 31-57t
205 to 31-57w, inclusive, as amended by this act, and upon the mutual
206 consent of the [service worker] employee and employer, [a service

207 worker] an employee who chooses to work additional hours or shifts
208 during the same or following pay period, in lieu of hours or shifts
209 missed, shall not use accrued paid sick leave.

210 (f) An employee who is exempt from overtime requirements under
211 the provisions of 29 USC 213(a)(1), as amended from time to time, shall
212 be presumed to work forty hours each work week for purposes of paid
213 sick leave accrual, except each such employee, whose normal work
214 week is less than forty hours, shall accrue paid sick leave based upon
215 the hours worked in such normal work week.

216 (g) (1) If an employee is transferred by an employer to another
217 division, entity or worksite but remains employed by such employer,
218 such employee shall retain and may use all paid sick leave accrued or
219 received by the employee while working at such prior division, entity
220 or worksite.

221 (2) If another employer succeeds or takes the place of an existing
222 employer, each employee of the original employer who remains
223 employed by such other successor employer shall retain and may use
224 all paid sick leave accrued or received while employed by the original
225 employer.

226 (h) No employer shall require an employee who will use or is using
227 paid sick leave to search for or find another employee to serve as a
228 replacement for such employee to work the hours that such employee is
229 or was scheduled to work.

230 [(f)] (i) No employer shall (1) terminate any employee, (2) dismiss any
231 employee, or (3) transfer any employee from one worksite to another
232 solely in order to not qualify as an employer, as defined in section 31-
233 57r, as amended by this act.

234 Sec. 3. Section 31-57t of the 2024 supplement to the general statutes is
235 repealed and the following is substituted in lieu thereof (*Effective January*
236 *1, 2025*):

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

240 (1) For (A) [a service worker's] an employee's illness, injury or health
241 condition, (B) the medical diagnosis, care or treatment of [a service
242 worker's] an employee's mental [illness] or physical illness, injury or
243 health condition, (C) preventative medical care for [a service worker] an
244 employee's mental or physical health, or (D) a mental health wellness
245 day;

246 (2) For (A) [a service worker's child's or spouse's] illness, injury or
247 health condition of an employee's family member, (B) the medical
248 diagnosis, care or treatment of [a service worker's child's or spouse's] a
249 mental or physical illness, injury or health condition of an employee's
250 family member, or (C) preventative medical care for [a child or spouse
251 of a service worker; and] an employee's family member for such family
252 member's mental or physical health;

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

256 (4) For a determination by a health authority having jurisdiction,
257 employer of the employee, employer of a family member or health care
258 provider, that such employee or family member poses a risk to the
259 health of others due to such employee's or family member's exposure to
260 a communicable illness, whether or not the employee or family member
261 contracted the communicable illness; and

262 [(3)] (5) Where [a service worker] an employee or an employee's
263 family member is [(A)] a victim of family violence or sexual assault, [or
264 (B) the parent or guardian of a child who is a victim of family violence
265 or sexual assault,] provided such [service worker] employee is not the
266 perpetrator or alleged perpetrator of such family violence or sexual
267 assault, for [(i)] (A) medical care or psychological or other counseling
268 for physical or psychological injury or disability, [(ii)] (B) obtaining

269 services from a victim services organization, [(iii)] (C) relocating due to
270 such family violence or sexual assault, or [(iv)] (D) participating in any
271 civil or criminal proceedings related to or resulting from such family
272 violence or sexual assault.

273 (b) [If a service worker's need to use paid sick leave is foreseeable, an
274 employer may require advance notice, not to exceed seven days prior to
275 the date such leave is to begin, of the intention to use such leave. If a
276 service worker's need for such leave is not foreseeable, an employer may
277 require a service worker to give notice of such intention as soon as
278 practicable. For paid sick leave of three or more consecutive days, an
279 employer may require reasonable documentation that such leave is
280 being taken for one of the purposes permitted under subsection (a) of
281 this section. If such leave is permitted under subdivision (1) or (2) of
282 subsection (a) of this section, documentation signed by a health care
283 provider who is treating the service worker or the service worker's child
284 or spouse indicating the need for the number of days of such leave shall
285 be considered reasonable documentation. If such leave is permitted
286 under subdivision (3) of subsection (a) of this section, a court record or
287 documentation signed by a service worker or volunteer working for a
288 victim services organization, an attorney, a police officer or other
289 counselor involved with the service worker shall be considered
290 reasonable documentation.] No employer shall require an employee to
291 provide any documentation that such leave is being taken for one of the
292 purposes permitted under subsection (a) of this section.

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

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

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

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

310 (a) Nothing in sections 31-57s to 31-57w, inclusive, as amended by
311 this act, shall be construed to (1) prevent employers from providing
312 more paid sick leave than is required under said sections, [31-57s to 31-
313 57w, inclusive,] (2) diminish any rights provided to any employee [or
314 service worker] under a collective bargaining agreement, or (3) preempt
315 or override the terms of (A) any collective bargaining agreement
316 effective prior to January 1, 2012, or (B) any collective bargaining
317 agreement entered into on or after July 1, 2012, pursuant to chapter
318 319pp.

319 (b) Nothing in sections 31-57s to 31-57w, inclusive, as amended by
320 this act, shall be construed to prohibit an employer (1) from establishing
321 a policy whereby [a service worker] an employee may donate unused
322 accrued paid sick leave to another [service worker] employee, and (2)
323 who provides more paid sick leave than is required under sections 31-
324 57s to 31-57w, inclusive, as amended by this act, for the purposes
325 described in subdivision (1) of subsection (a) of section 31-57t, as
326 amended by this act, from limiting the amount of such leave [a service
327 worker] an employee may use for other purposes.

328 (c) Any termination of [a service worker's] an employee's
329 employment by an employer, whether voluntary or involuntary, shall
330 be construed as a break in service. Should any [service worker]
331 employee subsequently be rehired by the employer following a break in
332 service, the [service worker] employee (1) shall [(1)] begin to accrue sick
333 leave in accordance with section 31-57s, as amended by this act, and (2)

334 shall not be entitled to any unused hours of paid sick leave that had been
335 accrued prior to the [service worker's] employee's break in service
336 unless agreed to by the employer.

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

339 (a) No employer shall take retaliatory personnel action or
340 discriminate against an employee because the employee (1) requests or
341 uses paid sick leave either in accordance with sections 31-57s, as
342 amended by this act, and 31-57t, as amended by this act, or in
343 accordance with the employer's own paid sick leave policy, as the case
344 may be, or (2) files a complaint with the Labor Commissioner alleging
345 the employer's violation of sections 31-57s to 31-57w, inclusive, as
346 amended by this act.

347 (b) The Labor Commissioner shall advise any employee who (1) is
348 covered by a collective bargaining agreement that provides for paid sick
349 days, and (2) files a complaint pursuant to subsection (a) of this section
350 of [his or her] the employee's right to pursue a grievance with [his or
351 her] the employee's collective bargaining agent.

352 (c) Any employee aggrieved by a violation of the provisions of
353 sections 31-57s to 31-57w, inclusive, as amended by this act, may file a
354 complaint with the Labor Commissioner. Upon receipt of any such
355 complaint, [said] the commissioner may hold a hearing. After the
356 hearing, any employer who is found by the Labor Commissioner, by a
357 preponderance of the evidence, to have violated the provisions of
358 subsection (a) of this section shall be liable to the Labor Department for
359 a civil penalty of five hundred dollars for each violation. Any employer
360 who is found by the Labor Commissioner, by a preponderance of the
361 evidence, to have violated the provisions of sections 31-57s to 31-57u,
362 inclusive, as amended by this act, or section 31-57w, as amended by this
363 act, shall be liable to the Labor Department for a civil penalty of up to
364 one hundred dollars for each violation. The Labor Commissioner may
365 award the employee all appropriate relief, including the payment for

366 used paid sick leave, rehiring or reinstatement to the employee's
367 previous job, payment of back wages and reestablishment of employee
368 benefits to which the employee otherwise would have been eligible if
369 the employee had not been subject to such retaliatory personnel action
370 or discriminated against. Any party aggrieved by the decision of the
371 commissioner may appeal the decision to the Superior Court in
372 accordance with the provisions of chapter 54.

373 (d) The Labor Commissioner shall administer this section within
374 available appropriations.

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

377 (a) Each employer subject to the provisions of section 31-57s, as
378 amended by this act, shall, at the time of hiring, provide notice to each
379 [service worker] employee (1) of (A) the entitlement to paid sick leave
380 for [service workers,] employees, (B) the amount of paid sick leave
381 provided to [service workers] employees, and (C) the terms under
382 which paid sick leave may be used, (2) that retaliation by the employer
383 against the [service worker] employee for requesting or using paid sick
384 leave for which the [service worker] employee is eligible is prohibited,
385 and (3) that the [service worker] employee has a right to file a complaint
386 with the Labor Commissioner for any violation of this section and of
387 sections 31-57s to 31-57v, inclusive, as amended by this act. [Employers
388 may]

389 (b) Each employer shall comply with the provisions of subsection (a)
390 of this section by (1) displaying a poster in a conspicuous place,
391 accessible to [service workers] employees, at the employer's place of
392 business that contains the information required by this section in both
393 English and Spanish, [The Labor Commissioner may adopt
394 regulations, in accordance with chapter 54, to establish additional
395 requirements concerning the means by which employers shall provide
396 such notice. The Labor Commissioner shall administer this section
397 within available appropriations.] and (2) providing written notice to

398 each employee not later than January 1, 2025, or at the time of hire,
399 whichever is later. The Labor Commissioner shall create a model of such
400 poster and written notice and make such models available to all
401 employers on the Labor Department's Internet web site. For employers
402 that do not maintain a physical workplace or for employees that
403 telework or perform work through a web-based or application-based
404 platform, employers shall comply with the provisions of subdivision (1)
405 of this subsection by sending such information via electronic
406 communication or by a conspicuous posting of such information on a
407 web-based or application-based platform.

408 (c) Each employer subject to the provisions of section 31-57s, as
409 amended by this act, shall include in the record required under section
410 31-13a (1) the number of hours, if any, of paid sick leave accrued by or
411 provided to the employee, and (2) the number of hours, if any, of paid
412 sick leave used by the employee during the calendar year. Each
413 employer shall retain such records for a period of three years and shall
414 allow the Labor Commissioner, with appropriate notice and at a
415 mutually agreeable time, access to such record in order to monitor
416 compliance with the requirements of this section. Failure by an
417 employer to retain adequate records documenting hours worked by an
418 employee and paid sick leave used by such employee or to allow
419 reasonable access to such records shall be a violation of this subsection.

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

423 *Sec. 7. (Effective from passage)* (a) There is established a task force to
424 study the establishment of paid sick leave tax credits for employers that
425 employ five or less individuals in the state. The task force shall examine
426 the feasibility of establishing a tax credit for such employers, including
427 whether or how to mitigate any expenses incurred by such employers
428 due to the provisions of sections 31-57r to 31-57w, inclusive, of the
429 general statutes, as amended by this act.

- 430 (b) The task force shall consist of the following members:
- 431 (1) Two appointed by the speaker of the House of Representatives;
- 432 (2) Two appointed by the president pro tempore of the Senate;
- 433 (3) One appointed by the majority leader of the House of
434 Representatives;
- 435 (4) One appointed by the majority leader of the Senate;
- 436 (5) One appointed by the minority leader of the House of
437 Representatives; and
- 438 (6) One appointed by the minority leader of the Senate.
- 439 (c) Any member of the task force appointed under subdivision (1),
440 (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member
441 of the General Assembly.
- 442 (d) All initial appointments to the task force shall be made not later
443 than thirty days after the effective date of this section. Any vacancy shall
444 be filled by the appointing authority.
- 445 (e) The speaker of the House of Representatives and the president pro
446 tempore of the Senate shall select the chairpersons of the task force from
447 among the members of the task force. Such chairpersons shall schedule
448 the first meeting of the task force, which shall be held not later than sixty
449 days after the effective date of this section.
- 450 (f) The administrative staff of the joint standing committee of the
451 General Assembly having cognizance of matters relating to labor and
452 public employees shall serve as administrative staff of the task force.
- 453 (g) Not later than January 1, 2025, the task force shall submit a report
454 on its findings and recommendations to the joint standing committee of
455 the General Assembly having cognizance of matters relating to labor
456 and public employees, in accordance with the provisions of section 11-
457 4a of the general statutes. The task force shall terminate on the date that

458 it submits such report or January 1, 2025, whichever is later.

459 Sec. 8. (Effective July 1, 2024) (a) The Labor Commissioner shall ensure
460 the necessary wage enforcement duties and responsibilities of the Labor
461 Department that are associated with the provisions of sections 31-57r to
462 31-57w, inclusive, of the general statutes, as amended by this act, are
463 performed within available appropriations for the fiscal year ending
464 June 30, 2025.

465 (b) The Secretary of the Office of Policy and Management shall not
466 make any reductions to expenditures pursuant to the provisions of
467 section 15 of public act 23-204, or make any reductions to allotment
468 requisitions or allotments in force pursuant to the provisions of
469 subsection (a) of section 14 of public act 23-204 or section 4-85 of the
470 general statutes, concerning wage enforcement agents within the Labor
471 Department during the fiscal year ending June 30, 2025."

This act shall take effect as follows and shall amend the following sections:		
Section 1	January 1, 2025	31-57r
Sec. 2	January 1, 2025	31-57s
Sec. 3	January 1, 2025	31-57t
Sec. 4	January 1, 2025	31-57u
Sec. 5	January 1, 2025	31-57v
Sec. 6	January 1, 2025	31-57w
Sec. 7	from passage	New section
Sec. 8	July 1, 2024	New section