



General Assembly

February Session, 2024

Committee Bill No. 7

LCO No. 1122



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

AN ACT CONCERNING CONNECTICUT PAID SICK DAYS.

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2 statutes is repealed and the following is substituted in lieu thereof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 October 1, 2024*):

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

46 (4) "Family member" means a spouse, sibling, child, grandparent,
47 grandchild or parent of an employee. "Family member" does not include

48 an aunt, uncle, niece, nephew or cousin;

49 (5) "Family violence" has the same meaning as provided in section
50 46b-38a;

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

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

59 [(6)] (8) "Mental health wellness day" means a day during which [a
60 service worker] an employee attends to such [service worker's]
61 employee's emotional and psychological well-being in lieu of attending
62 a regularly scheduled shift;

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

66 [(7)] (10) "Retaliatory personnel action" means any termination,
67 suspension, constructive discharge, demotion, unfavorable
68 reassignment, refusal to promote, disciplinary action or other adverse
69 employment action taken by an employer against an employee; [or a
70 service worker;]

71 [(8)] "Service worker" means an employee primarily engaged in an
72 occupation with one of the following broad or detailed occupation code
73 numbers and titles, as defined by the federal Bureau of Labor Statistics
74 Standard Occupational Classification system or any successor system:
75 (A) 11-9050 Food Service Managers; (B) 11-9110 Medical and Health
76 Services Managers; (C) 21-1020 Social Workers; (D) 21-1093 Social and
77 Human Service Assistants; (E) 21-1094 Community Health Workers; (F)

78 21-1099 Community and Social Service Specialists, All Other; (G) 25-
79 4020 Librarians; (H) 29-1050 Pharmacists; (I) 29-1070 Physician
80 Assistants; (J) 29-1120 Therapists; (K) 29-1140 Registered Nurses; (L) 29-
81 1150 Nurse Anesthetists; (M) 29-1160 Nurse Midwives; (N) 29-1170
82 Nurse Practitioners; (O) 29-2020 Dental Hygienists; (P) 29-2040
83 Emergency Medical Technicians and Paramedics; (Q) 29-2050 Health
84 Practitioner Support Technologists and Technicians; (R) 29-2060
85 Licensed Practical and Licensed Vocational Nurses; (S) 31-1011 Home
86 Health Aides; (T) 31-1012 Nursing Aides, Orderlies and Attendants; (U)
87 31-1013 Psychiatric Aides; (V) 31-9091 Dental Assistants; (W) 31-9092
88 Medical Assistants; (X) 33-9032 Security Guards; (Y) 33-9091 Crossing
89 Guards; (Z) 35-1010 Supervisors of Food Preparation and Serving
90 Workers; (AA) 35-2010 Cooks; (BB) 35-2020 Food Preparation Workers;
91 (CC) 35-3010 Bartenders; (DD) 35-3020 Fast Food and Counter Workers;
92 (EE) 35-3030 Waiters and Waitresses; (FF) 35-3040 Food Servers,
93 Nonrestaurant; (GG) 35-9010 Dining Room and Cafeteria Attendants
94 and Bartender Helpers; (HH) 35-9020 Dishwashers; (II) 35-9030 Hosts
95 and Hostesses, Restaurant, Lounge and Coffee Shop; (JJ) 35-9090
96 Miscellaneous Food Preparation and Serving Related Workers; (KK) 37-
97 2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners;
98 (LL) 37-2019 Building Cleaning Workers, All Other; (MM) 39-3030
99 Ushers, Lobby Attendants and Ticket Takers; (NN) 39-5010 Barbers,
100 Hairdressers, Hairstylists and Cosmetologists; (OO) 39-6010 Baggage
101 Porters, Bellhops and Concierges; (PP) 39-9010 Child Care Workers;
102 (QQ) 39-9021 Personal Care Aides; (RR) 41-1010 First-Line Supervisors
103 of Sales Workers; (SS) 41-2011 Cashiers; (TT) 41-2021 Counter and
104 Rental Clerks; (UU) 41-2030 Retail Salespersons; (VV) 43-3070 Tellers;
105 (WW) 43-4080 Hotel, Motel and Resort Desk Clerks; (XX) 43-4170
106 Receptionists and Information Clerks; (YY) 43-5020 Couriers and
107 Messengers; (ZZ) 43-6010 Secretaries and Administrative Assistants;
108 (AAA) 43-9010 Computer Operators; (BBB) 43-9020 Data Entry and
109 Information Processing Workers; (CCC) 43-9030 Desktop Publishers;
110 (DDD) 43-9040 Insurance Claims and Policy Processing Clerks; (EEE)
111 43-9050 Mail Clerks and Mail Machine Operators, Except Postal Service;

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

126 [(9)] (11) "Sexual assault" means any act that constitutes a violation of
127 section 53a-70b of the general statutes, revision of 1958, revised to
128 January 1, 2019, or section 53a-70, 53a-70a, 53a-71, 53a-72a, 53a-72b or
129 53a-73a;

130 (12) "Sibling" means a brother or sister related to an employee by (A)
131 blood, marriage or adoption by a parent of the employee, or (B) by foster
132 care placement;

133 [(10)] (13) "Spouse" means a [husband or wife, as the case may be]
134 person who is (A) legally married to an employee under the laws of any
135 state, or (B) a domestic partner of an employee registered under the laws
136 of any state or political subdivision; and

137 [(11)] (14) "Year" means any three-hundred-sixty-five-day period
138 used by an employer to calculate employee benefits.

139 Sec. 2. Section 31-57s of the general statutes is repealed and the
140 following is substituted in lieu thereof (*Effective October 1, 2024*):

141 (a) Each employer shall provide paid sick leave annually to each of

142 such employer's [service workers] employees in the state. Such paid sick
143 leave shall accrue (1) beginning [~~January 1, 2012~~] October 1, 2023, or for
144 [a service worker] an employee hired after said date, beginning on the
145 [service worker's] employee's first date of employment, (2) at a rate of
146 one hour of paid sick leave for each [forty] thirty hours worked by [a
147 service worker] an employee, and (3) in one-hour increments up to a
148 maximum of forty hours per year. [Each service worker] An employer
149 may provide its employees with a greater amount of paid sick leave or
150 provide paid sick leave at a faster rate than required by this subsection.
151 Each employee shall be entitled to carry over up to forty unused accrued
152 hours of paid sick leave from the current year to the following year, but
153 no [service worker] employee shall be entitled to use more than the
154 maximum number of accrued hours, as described in subdivision (3) of
155 this subsection, in any year. In lieu of any carry-over of unused paid sick
156 leave from the current year to the following year, an employer may
157 provide an employee with an amount of paid sick leave that meets or
158 exceeds the requirements of this subsection and is available for the
159 employee's immediate use at the beginning of the following year.

160 (b) [A service worker] An employee shall be entitled to the use of any
161 accrued paid sick leave [upon the completion of the service worker's six-
162 hundred-eightieth hour of employment from January 1, 2012, if the
163 service worker was hired prior to January 1, 2012, or if hired after
164 January 1, 2012, upon the completion of the service worker's six-
165 hundred-eightieth hour of employment from the date of hire, unless the
166 employer agrees to an earlier date. A service worker shall not be entitled
167 to the use of accrued paid sick leave if such service worker did not work
168 an average of ten or more hours per week for the employer in the most
169 recent complete quarter] on and after the one hundredth day of such
170 employee's employment.

171 (c) An employer shall be deemed to be in compliance with this section
172 if the employer offers any other paid leave, or combination of other paid
173 leave that (1) may be used for the purposes of, and under the same
174 conditions as provided in, section 31-57t, as amended by this act, and (2)

175 is accrued in total at a rate equal to or greater than the rate described in
176 [subsections] subsection (a) [and (b)] of this section. For the purposes of
177 this subsection, "other paid leave" may include, but need not be limited
178 to, paid vacation, personal days or paid time off.

179 (d) Each employer shall pay each [service worker] employee for paid
180 sick leave at a pay rate equal to [the greater of either] (1) the normal
181 hourly wage for that [service worker] employee, or (2) the minimum fair
182 wage rate under section 31-58 in effect for the pay period during which
183 the employee [used] uses paid sick leave, whichever is greater. For any
184 [service worker] employee whose hourly wage varies depending on the
185 work performed by [the service worker] such employee, "normal hourly
186 wage" means the average hourly wage of the [service worker] employee
187 in the pay period prior to the one in which the [service worker used]
188 employee uses paid sick leave.

189 [(e) Notwithstanding the provisions of this section and sections 31-
190 57t to 31-57w, inclusive, and upon the mutual consent of the service
191 worker and employer, a service worker who chooses to work additional
192 hours or shifts during the same or following pay period, in lieu of hours
193 or shifts missed, shall not use accrued paid sick leave.]

194 (e) An employee who is exempt from overtime requirements under
195 the provisions of 29 USC 213(a)(1), as amended from time to time, shall
196 be presumed to work forty hours each work week for purposes of paid
197 sick leave accrual, except each such employee, whose normal work
198 week is less than forty hours, shall accrue paid sick leave based upon
199 the hours worked in such normal work week.

200 (f) (1) If an employee is transferred by an employer to another
201 division, entity or worksite but remains employed by such employer,
202 such employee shall retain and may use all paid sick leave accrued or
203 received by the employee while working at such prior division, entity
204 or worksite.

205 (2) If another employer succeeds or takes the place of an existing

206 employer, each employee of the original employer who remains
207 employed by such other successor employer shall retain and may use
208 all paid sick leave accrued or received while employed by the original
209 employer.

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

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

218 Sec. 3. Section 31-57t of the 2024 supplement to the general statutes is
219 repealed and the following is substituted in lieu thereof (*Effective October*
220 *1, 2024*):

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

224 (1) For (A) [a service worker's] an employee's illness, injury or health
225 condition, (B) the medical diagnosis, care or treatment of [a service
226 worker's] an employee's mental [illness] or physical illness, injury or
227 health condition, (C) preventative medical care for [a service worker] an
228 employee's mental or physical health, or (D) a mental health wellness
229 day;

230 (2) For (A) [a service worker's child's or spouse's] illness, injury or
231 health condition of an employee's family member, (B) the medical
232 diagnosis, care or treatment of [a service worker's child's or spouse's]
233 mental or physical illness, injury or health condition of an employee's
234 family member, or (C) preventative medical care for [a child or spouse
235 of a service worker; and] an employee's family member for such family

236 member's mental or physical health;

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

240 (4) For a determination by a health authority having jurisdiction,
241 employer of the employee, employer of a family member or health care
242 provider, that such employee or family member poses a risk to the
243 health of others due to such employee's or family member's exposure to
244 a communicable illness, whether or not the employee or family member
245 contracted the communicable illness; and

246 ~~[(3)]~~ (5) Where [a service worker] an employee or an employee's
247 family member is [(A)] a victim of family violence or sexual assault, [or
248 (B) the parent or guardian of a child who is a victim of family violence
249 or sexual assault,] provided such [service worker] employee is not the
250 perpetrator or alleged perpetrator of such family violence or sexual
251 assault, for [(i)] (A) medical care or psychological or other counseling
252 for physical or psychological injury or disability, [(ii)] (B) obtaining
253 services from a victim services organization, [(iii)] (C) relocating due to
254 such family violence or sexual assault, or [(iv)] (D) participating in any
255 civil or criminal proceedings related to or resulting from such family
256 violence or sexual assault.

257 (b) (1) If [a service worker's] an employee's need to use paid sick leave
258 is foreseeable, an employer may require advance notice, not to exceed
259 seven days prior to the date such leave is to begin, of the intention to use
260 such leave. If [a service worker's] an employee's need for such leave is
261 not foreseeable, an employer may require [a service worker] an
262 employee to give notice of such intention as soon as practicable.

263 (2) For paid sick leave of three or more consecutive days, an employer
264 may require reasonable documentation that such leave is being taken
265 for one of the purposes permitted under subsection (a) of this section. If
266 such leave is permitted under subdivision (1) or (2) of subsection (a) of

267 this section, documentation signed by a health care provider who is
268 treating the [service worker] employee or the [service worker's child or
269 spouse] employee's family member indicating the need for the number
270 of days of such leave shall be considered reasonable documentation. If
271 such sick leave is permitted under subdivision (3) or (4) of subsection
272 (a) of this section, a written statement from an employee affirming that
273 such employee is using or has used paid sick leave for the purpose of
274 said subdivision shall be considered reasonable documentation. Such
275 written statement may be written in the employee's primary language.
276 No employer shall require such written statement to be notarized or in
277 any particular format. If such leave is permitted under subdivision [(3)]
278 (5) of subsection (a) of this section, a court record or documentation
279 signed by [a service worker] an employee or a volunteer working for a
280 victim services organization, an attorney, a police officer or other
281 counselor involved with the [service worker] employee shall be
282 considered reasonable documentation. No employer shall require an
283 employee to provide any documentation to explain the nature of the
284 illness or the details of the family violence or sexual assault.

285 (3) If an employer requires an employee to provide documentation
286 for paid sick leave under this section and such employer does not offer
287 health insurance to the employee, the employer shall pay all out-of-
288 pocket expenses the employee incurs in obtaining the documentation. If
289 an employee has health insurance, the employer shall pay any costs
290 charged to such employee by the employee's health care provider for
291 providing the specific documentation required by the employer. An
292 employer shall pay any costs charged to an employee for documentation
293 of family violence or sexual assault required by the employer.

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

298 (d) Unless an employee policy or collective bargaining agreement

299 provides for the payment of accrued fringe benefits upon termination,
300 no [service worker] employee shall be entitled to payment of unused
301 accrued paid sick leave under this section upon termination of
302 employment.

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

309 Sec. 4. Section 31-57u of the general statutes is repealed and the
310 following is substituted in lieu thereof (*Effective October 1, 2024*):

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

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

327 (c) Any termination of [a service worker's] an employee's
328 employment by an employer, whether voluntary or involuntary, shall
329 be construed as a break in service. Should any [service worker]

330 employee subsequently be rehired by the employer following a break in
331 service, the [service worker] employee (1) shall [(1)] begin to accrue sick
332 leave in accordance with section 31-57s, as amended by this act, and (2)
333 shall not be entitled to any unused hours of paid sick leave that had been
334 accrued prior to the [service worker's] employee's break in service
335 unless agreed to by the employer.

336 Sec. 5. Section 31-57v of the general statutes is repealed and the
337 following is substituted in lieu thereof (*Effective October 1, 2024*):

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

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

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

362 act, shall be liable to the Labor Department for a civil penalty of up to
363 one hundred dollars for each violation. The Labor Commissioner may
364 award the employee all appropriate relief, including the payment for
365 used paid sick leave, rehiring or reinstatement to the employee's
366 previous job, payment of back wages and reestablishment of employee
367 benefits to which the employee otherwise would have been eligible if
368 the employee had not been subject to such retaliatory personnel action
369 or discriminated against. Any party aggrieved by the decision of the
370 commissioner may appeal the decision to the Superior Court in
371 accordance with the provisions of chapter 54.

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

374 Sec. 6. Section 31-57w of the general statutes is repealed and the
375 following is substituted in lieu thereof (*Effective October 1, 2024*):

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

388 (b) Each employer shall comply with the provisions of subsection (a)
389 of this section by (1) displaying a poster in a conspicuous place,
390 accessible to [service workers] employees, at the employer's place of
391 business that contains the information required by this section in both
392 English and Spanish, [. The Labor Commissioner may adopt
393 regulations, in accordance with chapter 54, to establish additional

394 requirements concerning the means by which employers shall provide
395 such notice. The Labor Commissioner shall administer this section
396 within available appropriations.] and (2) providing written notice to
397 each employee not later than January 1, 2025, or at the time of hire,
398 whichever is later. The Labor Commissioner shall create a model of such
399 poster and written notice and make such models available to all
400 employers on the Labor Department's Internet web site. For employers
401 that do not maintain a physical workplace or for employees that
402 telework or perform work through a web-based or application-based
403 platform, employers shall comply with the provisions of subdivision (1)
404 of this subsection by sending such information via electronic
405 communication or by a conspicuous posting of such information on a
406 web-based or application-based platform.

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

419 (d) The Labor Commissioner may adopt regulations, in accordance
420 with the provisions of chapter 54, to implement the provisions of this
421 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	October 1, 2024	31-57r
Sec. 2	October 1, 2024	31-57s

Sec. 3	October 1, 2024	31-57t
Sec. 4	October 1, 2024	31-57u
Sec. 5	October 1, 2024	31-57v
Sec. 6	October 1, 2024	31-57w

Statement of Purpose:

To support paid sick days.

[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.]

Co-Sponsors: SEN. LOONEY, 11th Dist.; SEN. DUFF, 25th Dist.
SEN. ANWAR, 3rd Dist.; SEN. CABRERA, 17th Dist.
SEN. FLEXER, 29th Dist.; SEN. GASTON, 23rd Dist.
SEN. HOCHADEL, 13th Dist.; SEN. KUSHNER, 24th Dist.
SEN. LESSER, 9th Dist.; SEN. MAHER, 26th Dist.
SEN. MARX, 20th Dist.; SEN. MILLER P., 27th Dist.
SEN. MOORE, 22nd Dist.; SEN. NEEDLEMAN, 33rd Dist.
SEN. RAHMAN, 4th Dist.; SEN. SLAP, 5th Dist.
SEN. WINFIELD, 10th Dist.

S.B. 7