



**Governor Ned Lamont
State of Connecticut**



FACT SHEET
2024 Legislative Session

**SENATE BILL 12
AN ACT MODERNIZING THE PAID SICK DAYS STATUTES**

The Problem

Too many Connecticut residents are forced to make the difficult decision of whether to give up a day's paycheck – or even their job – when they have an illness, need to care for a family member with an illness, or need care for themselves or a family member due to violence or sexual assault. This is because employees other than service workers, as well as employees working for companies of fewer than 50 employees, are not currently covered by Connecticut's paid sick days law. The current law also narrowly defines in who qualifies as a "family member" that an employee can care for and does not address pandemic- and remote work-related issues that may arise. While Connecticut was once a pioneer in the area of paid sick leave protections, our State has now been overshadowed by our neighboring states' more progressive solutions.

Governor Lamont's Solution

Expanding Paid Sick Days

- All employers with 1 or more employees must provide paid sick leave of at least up to 40 hours per year.
- Family members whom employees may care for with sick days have been expanded, e.g., to include parents and domestic partners.

Strengthening Employee Protections

- Employers may not require employees to search for a replacement as a condition of granting sick leave.
- Employees retain their accrued sick leave hours despite transfers to different worksites or roles, and despite a change in ownership of the employer.

Safeguarding Employer Rights

- Employers may require reasonable documentation for sick leave of 3 or more consecutive days, including that signed by a health care provider.
- Nothing in the statute may be construed to prohibit an employer from taking disciplinary action against an employee who uses sick leave for some reason not permitted by law.

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Adapting to a Post-Pandemic World

- Employees may take sick leave in certain instances related to a public health emergency, e.g., because of closure of an employer's office by a public health authority, or the closure a family member's child care facility.