

S.B. 1178: AN ACT EXPANDING CONNECTICUT PAID SICK DAYS WILL:

- 1 **Cover all workers** by removing the employer size threshold and lengthy definition of “service worker” in current law. It would require all employers, regardless of size or industry, to provide paid sick time.
- 2 **Brings our eligibility and accrual rate in line** with what businesses in our neighboring states provide their workers. Workers will be eligible to use their paid sick time 100 days after employment begins and accrue 1 hour for every 30 hours worked for a minimum of 40 hours of paid sick time per year.
- 3 **Expand the definition of family** to allow workers to take paid sick days to care for a child of any age, spouse, sibling, grandparent, grandchild, or parent. Workers will also be able to take time to care for other loved ones if they are/were the parental figure in their lives or vice versa.
- 4 **Extend access to Safe Days** so workers can take care of a family member who experiences family violence or sexual assault.

BY THE NUMBERS:

➔ **The Executive Branch is supportive of the funding for the expansion of paid sick days!**

➔ Carveouts in Connecticut's current law exclude **88%** of our workforce from the guaranteed right to paid sick days.

➔ This amounts to **1.6 million** workers without the time they need to heal, recover, or care for their families.



PAID SICK DAYS: HOW DOES CT COMPARE ACROSS OUR REGION?



Employer Size



50

Employers of 50 or more

Covered Workers and Hours



Certain service workers can use up to 40 hours per year of paid sick time.

Family Definition



Can care for spouse and child up to 18

Waiting Period to Take Sick Time



After working **680** hours and an average of 10 hours/week in the most recent quarter



18

Employers of 18 or more



ALL WORKERS can use up to 40 hours per year of paid sick time!



Can care for an inclusive definition of family



After **90 days** from commencement of employment (waiting period is longer for temporary workers)



11

Employers of 11 or more



ALL WORKERS can use up to 40 hours per year of paid sick time!



Can care for child, spouse, parent/in-law



Entitled to use after **90 days** from commencement of employment



ALL EMPLOYERS



ALL WORKERS can use up to 56 hours per year of paid sick time!



Can care for an inclusive definition of family



Entitled to use at the commencement of employment. Paid sick time can be used as **it is accrued**



ALL EMPLOYERS



ALL WORKERS can use up to 40 hours per year of paid sick time!



Can care for an inclusive definition of family



Entitled to use after **120 days** of employment

RECENT LAWS ACROSS THE COUNTRY:

States that have most recently passed strong and inclusive paid sick days laws:



- Covers all workers in CO
- Provides 48 hours per year + up to 80 hours in the case of a public health emergency
- Inclusive definition of family



- Covers all workers in New Mexico
- Provides 64 hours per year
- Inclusive definition of family