

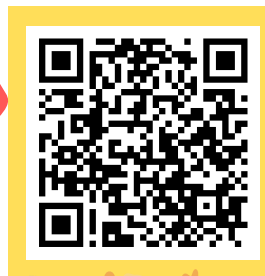
## EXPANDING CONNECTICUT PAID SICK DAYS WILL:

- 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 **Bring 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:

- ➔ 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.

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# 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