



PLEASE SUPPORT S.B. 312

An Act Concerning the
Expansion of Connecticut Paid Sick Days

S.B. 312: A New Standard for Paid Sick Days in Connecticut

- Paid sick days provide workers time off from work for their and their families' short-term health needs and preventive care.
- Connecticut became the first state in the nation in 2011 to require certain employers to provide paid sick days to their employees. Now, more than [15 states & municipalities](#) have similar laws.
- Connecticut's law is now an outlier because it only applies to employers with 50 or more employees in certain service occupations. Covered workers are eligible to use paid sick time after they've worked 680 hours, and can only use paid sick time to care for a child or a spouse.
- The law leaves out workers employed by a small business, those in jobs outside the narrow definition of "service worker", part time workers or those with multiple jobs, and workers who care for loved ones outside of the traditional "nuclear" family.

Paid sick leave is critical to racial, gender and economic justice:

- Pre-pandemic, low-wage workers and workers of color were already less likely than higher wage and white workers to have access to paid sick leave. Nationally, [27%](#) of the lowest paid workers, who are disproportionately women and people of color, have access to paid sick days.
- The costs of taking unpaid leave can [negatively impact](#) a worker's household budget: lost wages can equal an entire budget for groceries, gas, utilities, rent or mortgage payments.
- Workers without paid sick days are more than [twice as likely](#) as those with paid sick days to seek emergency room care, which often replaces routine medical appointments and leads to higher health insurance costs for businesses and higher family medical expenses for workers.⁴

S.B. 312 strengthens Connecticut's existing paid sick days law and will:

- **Cover all workers** by removing the employer size threshold and job classification list outlined in the law and requiring all employers, regardless of size or industry, to provide up to 40 hours of accrued paid sick time to their employees
- **Eliminate the waiting period to take a paid sick day** from 680 hours to immediately after the commencement of employment
- **Include all types of family structures and relationships** by allowing workers to take paid sick days to care for a child of any age, as well as their chosen family. S.B. 312 also includes time to care for a family member who experiences family violence or sexual assault
- **Protects against future pandemics** by allowing paid sick time to be used when a worker's place of work or child's school/place of care is closed by public officials for a public health emergency