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.

ALL WORKERS NEED TIME TO CARE. SUPPORT PAID SICK DAYS!
Paid Sick Days: How Does CT Compare Across Our Region?

Employer Size

Connecticut (2011)

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

Rhode Island (2018)

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

Massachusetts (2015)

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

New York (2020)

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

New Jersey (2018)

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

Waiting Period to Take Sick Time

Connecticut (2011)

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

Rhode Island (2018)

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

Massachusetts (2015)

Entitled to use after 90 days from commencement of employment

New York (2020)

Entitled to use after 90 days from commencement of employment. Paid sick time can be used as it is accrued

New Jersey (2018)

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:

Colorado (2021)
- 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

New Mexico (2022)
- Covers all workers in New Mexico
- Provides 64 hours per year
- Inclusive definition of family