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ResearchReport

Connecticut's Paid Sick Leave Law (as of 1/1/2025)

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Issue

This report describes Connecticut's paid sick leave law as amended by PA 24-8.

Summary

Connecticut law requires covered employers to provide covered employees with paid sick leave. PA 24-8 made a number of changes to this law as of January 1, 2025, including expanding the law's coverage to nearly all private sector employers over the next several years (CGS § 31-57r et seq., as amended by PA 24-8). Below we describe the major provisions of the paid sick leave law as it will be in effect on January 1, 2025.

Covered Employers & Employees

Applicability to Employers

The paid sick leave law applies to employers as described in table 1, but does not (1) apply to employers that participate in a multi-employer health plan requiring contributions from multiple employers and maintained under a collective bargaining agreement between employers and a construction-related tradesperson union, (2) apply to self-employed people, or (3) override certain collective bargaining agreements.

Table 1: Employers Covered by Paid Sick Leave Law

Employers	Date Covered by Paid Sick Leave Law
Employers with at least **25** employees	January 1, 2025
Employers with at least **11** employees	January 1, 2026
With **any** employees	January 1, 2027

Applicability to Employees

The law covers nearly all private sector employees, except for seasonal employees and construction workers employed by exempted employers. It also covers the day or temporary workers excluded from the prior law (unless they are seasonal employees). Under the law, "seasonal employees" are employees who work 120 days or less in any year.

Permitted Uses of Sick Leave

The law permits the use of paid sick leave:

1. for preventative medical care for an employee's or family member's physical or mental health;
2. for medical diagnosis, care, or treatment of an employee's or family member's mental or physical illness, injury, or health condition;
3. for an employee's or family member's illness, injury, or health condition;
4. for a mental health wellness day;
5. when an employer's place of business or a family member's school or place of care is closed by a public official's order due to a public health emergency;
6. when the employee or a family member poses a risk to other's health due to exposure to a communicable disease, regardless of whether they contracted it (as determined by an appropriate health authority, a health care provider, or the employee's or family member's employer); or
7. the employee or a family member is a victim of family violence or sexual assault and needs leave to do certain things (such as getting care or counseling, relocating, or participating in civil or criminal proceedings).

The law defines a "family member" as an employee's:

1. spouse (someone legally married to the employee under the laws of any state or an employee's domestic partner under the laws of any state or political subdivision);
2. sibling or grandchild (related by blood, marriage, adoption, or foster care);
3. child (biological, adopted, or foster child, stepchild, legal ward, or someone for whom the employee stands or stood in place of a parent);
4. grandparent; or
5. parent (biological, foster, or adoptive parent, stepparent, parent-in-law or legal guardian of the employee or employee's spouse, or someone who stands or stood in place of a parent).

A “family member” also includes someone related to the employee by blood or affinity whose close association is equivalent to one of the relationships described above.

Accrual and Use of Leave

Leave Accrual

As of January 1, 2025, the law increases the rate at which employees accrue leave from 1 hour per every 40 hours worked to 1 hour per every 30 hours worked. For newly covered employers and employees, the leave begins accruing on the January 1 that they become covered by the law (see Table 1 above). Otherwise, employees begin accruing the leave on their first day of employment.

The law also specifies that employers may give their employees more paid sick leave or give sick leave at a faster rate than the law requires.

Employees exempt from federal law’s overtime pay requirements are treated as if they work 40 hours per week for leave accrual purposes unless they normally work under 40 hours a week (leave accrual is then based on the number of hours in their normal work week).

Under the law, employees maintain and may use their accrued paid sick leave when (1) they transfer to a separate division, entity, or location with the same employer or (2) a different employer succeeds or replaces an existing employer.

Leave Availability

Beginning January 1, 2025, employees are allowed to use their leave starting on the 120th calendar day of their employment.

Replacements

The law prohibits employers from requiring employees taking paid sick leave to look for or find a replacement to cover the hours they were scheduled to work.

Leave Carry Over

Under the law, covered employees are entitled to carry over up to 40 unused accrued hours of paid sick leave from one year to the next. An employer may give an employee an amount of paid sick leave that meets or exceeds the law’s requirements and is available for the employee to use immediately at the beginning of the next year, instead of carrying over the unused paid sick leave.

Other Employer-Provided Leave

The paid sick leave law deems an employer in compliance with its requirements if the employer offers other paid leave (such as vacation or personal days) that the employee can use for the same reasons allowed under the paid sick leave law and that accrues at the same or a greater rate.

Notice and Documentation

Employees

PA 24-8 eliminated two provisions on employee notice. Previously, (1) if an employee's need for paid sick leave was foreseeable, an employer could require the employee to provide up to seven days' advance notice or (2) if the leave was not foreseeable, the employer could require notification from employees as soon as practicable.

Beginning January 1, 2025, employers are prohibited from requiring their employees to provide any documentation that they are taking the leave for a reason allowed by the law.

Employers

Employers must:

1. notify employees about certain provisions when they are hired (such as how leave accrues and may be used);
2. display a poster in the workplace;
3. give each employee written notice about these provisions by January 1, 2025, or when an employee is hired, whichever is later;
4. if the employer does not have a physical workplace, or an employee works remotely, send the notice through electronic communication, or conspicuously post it on a web-based or app-based platform;
5. include an employee's accrued paid sick time and use for the calendar year on paystubs; and
6. keep certain records.

The law also requires employers to maintain these paid sick leave records for three years and give the labor commissioner access to them, with appropriate notice and at a mutually agreeable time, to monitor compliance with the law's recordkeeping requirements. Failure to do so is a violation of the law.

Enforcement

By law, an employer found by the labor commissioner, by a preponderance of the evidence, to have violated the paid sick leave law is subject to a civil penalty of up to $100 for each violation (CGS § 31-57v, as amended by PA 24-8).

The law prohibits employers from taking retaliatory personnel actions or discriminating against an employee for (1) using paid sick leave or (2) filing a complaint with the labor commissioner alleging that the employer violated the paid sick leave law. If the labor commissioner finds by a preponderance of the evidence that an employer violated this provision, the employer is subject to a civil penalty of up to $500 for each violation.

The labor commissioner can adopt regulations to implement the paid sick leave law.

Other Provisions

Fiscal Year 25 Budget-Related Provisions

The law requires the labor commissioner to ensure that the Department of Labor's necessary wage enforcement duties and responsibilities for the paid sick leave law are performed within available appropriations for FY 25.

The law prohibits the Office of Policy and Management secretary, during FY 25, from reducing any expenditures or allotments, as otherwise allowed under the biennial budget law (PA 23-204) and other law, for the Department of Labor's wage enforcement agents.

Task Force

The law creates a task force to study establishing a paid sick leave tax credit for employers with five or fewer employees. The task force must study the feasibility of establishing the tax credit, including whether or how to mitigate any expenses these employers incur due to the paid sick leave law. It must submit a report on its findings and recommendations to the Labor and Public Employees Committee by January 1, 2025 (PA 24-8, § 7).

Family Childcare Providers and PCAs Who Collectively Bargain With the State

The law specifies that the paid sick leave law does not preempt or override the terms of any collective bargaining agreement entered into on or after July 1, 2012, under the law that allows

certain family childcare providers and personal care attendants (PCAs) to collectively bargain with the state.

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