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Questions?

If you have any questions about the Paid Sick Leave Law, please contact:



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Connecticut Legislature Passes First in the Nation Paid Sick Leave Law

Employers with 50 or more people in Connecticut, both public and private sectors, must provide certain hourly employees with paid sick leave. The act's language does not clearly state that it covers the public sector. However, from review of Office of Legislative Research analysis of the law, it appears that the state believes it does cover the public sector, including the state itself, municipalities and public school districts. Employees are to accrue such time at a rate of one hour per 40 hours worked. The new act is limited to specific classes of employees. Among the covered employees are office workers, nurses and other health care workers, and food preparers and other food service workers. Below is a list of the covered employees as set out in the law.

TITLE	CODE	TITLE	CODE
Food Service Managers	11-9050	Social and Human Service Assistants	21-1093
Social Workers	21-1020	Community and Social Service Specialists, All Other	21-1099
Community Health Workers	21-1094	Pharmacists	29-1050
Librarians	25-4020	Therapists	29-1120
Physician Assistants	29-1070	Nurse Anesthetists	29-1150
Registered Nurses	29-1140	Nurse Practitioners	29-1170
Nurse Midwives	29-1160	Emergency Medical Technicians and Paramedics	29-2040
Dental Hygienists	29-2020	Licensed Practical and Licensed Vocational Nurses	29-2060
Health Practitioner Support Technologists and Technicians	29-2050	Nursing Aides, Orderlies and Attendants	31-1012
Home Health Aides	31-1011	Dental Assistants	31-9091
Psychiatric Aides	31-1013	Security Guards	33-9032
Medical Assistants	31-9092	Supervisors of Food Preparation and Serving Workers	35-1010
Crossing Guards	33-9091	Food Preparation Workers	35-2020
Cooks	35-2010	Fast Food and Counter Workers	35-3020
Bartenders	35-3010	Food Servers, Nonrestaurant	35-3040
Waiters/Waitresses	35-3030	Dishwashers	35-9020
Dining Room/Cafeteria Attendants/Bartender Helpers	35-9010	Miscellaneous Food Preparation and Serving Related Workers	35-9090
Hosts and Hostesses, Restaurant, Lounge and Coffee Shop	35-9030	Building Cleaning Workers, All Other	37.2019
Janitors and Cleaners except Maids and Housekeepers	37-2011	Barbers, Hairdressers, Hairstylists and Cosmetologists	39-5010
Ushers, Lobby Attendants, and Ticket Takers	39-3030	Child Care Workers	39-9010
Medical/Health Service Managers	11-9110		

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TITLE	CODE	TITLE	CODE
Baggage Porters, Bellhops and Concierges	39-6020	First-Line Supervisors of Sales Workers	41-1010
Personal Care Aides	39-9021	Tellers	43-3070
Cashiers	41-2011	Receptionists and Information Clerks	43-4170
Retail Salespersons	41-2030	Secretaries and Administrative Assistants	43-6010
Hotel, Motel and Resort Desk Clerks	43-4080	Data Entry and Information Processing Workers	43-9020
Couriers and Messengers	43-5020	Insurance Claims and Policy Processing Clerks	43-9040
Computer Operators	43-9010	Office Clerks, General	43-9060
Desktop Publishers	43-9030	Proofreaders and Copy Markers	43-9080
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9050	Miscellaneous Office and Administrative Support Workers	43-9190
Office Machine Operators, Except Computer	43-9070	Butchers and Other Meat, Poultry & Fish Processing Workers	51-3020
Statistical Assistants	43-9110	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3010
Bakers	51-3010	Taxi Drivers and Chauffeurs	53-3040
Miscellaneous Food Processing Workers	51-3090		
Bus Drivers	53-3020		
Counter and Rental Clerks	41-2021		

Beginning January 1, 2012 covered workers will begin to accrue paid sick leave but must meet certain eligibility requirements. Specifically, they must have (1) worked for the employer for at least 680 hours, and (2) have worked an average of at least 10 hours per week for that employer in the most recently completed calendar quarter. The accrued paid sick leave can be used for the employee's own illness, injury or related treatment, and also for the illness, injury or treatment of the worker's spouse or child. In addition, the accrued paid time can be used for reasons related to family violence or sexual assault.

If an employer already offers other types of paid time off that can be used for the same purposes as permitted under the new act, and such leave accrues at least as quickly as the new law requires, then the employer will be in compliance with the new requirements.

The law excludes manufacturers and certain national tax-exempt organizations from its requirements. Employers are not required to provide paid sick leave to day or temporary workers, or to employees properly classified as exempt from overtime, including salaried professionals.

The law is going to be administered by the Department of Labor which will have authority to investigate and impose penalties for non-compliance. There is also a provision that prohibits employers from retaliating or discriminating against employees who request or use sick leave accrued under the new law. Employers may require employees using sick leave for three or more consecutive days to produce reasonable documentation verifying the leave's purpose. Employees will also have a notice obligation, and must provide notice of foreseeable use of sick leave at least seven days in advance, and as much leave as practicable for unforeseen leave.

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