



HR-Alert: Connecticut Expands Uses for Paid Sick Time

Beginning October 1, 2023, a new [law](#) takes effect expanding the use of state-mandated paid sick leave for service workers in Connecticut. By way of background, the state has required employers with 50 or more Connecticut employees, excluding most manufacturers and some non-profits, to offer paid sick and safe leave. The law also only covers “service workers,” which is defined as those employees primarily engaged in a variety of broadly defined occupations listed by the U.S. Bureau of Labor Statistics’ [Standard Occupational Classification](#) System.

Two Expanded Uses for Paid Sick Time

There are two expanded uses for paid sick and safe leave in Connecticut.

1. It allows covered employees to use sick time for a “mental health” wellness day.
 - a. The statute defines the term as “a day during which a service worker attends to such service worker's emotional and psychological well-being in lieu of attending a regularly scheduled shift.”
2. It allows parents or guardians to use sick time for a child who is a victim of family violence or sexual assault.
 - a. The sick time expansion allows service workers to use paid sick leave if they are the parent or guardian of a child who is a victim of family violence or sexual assault. This coverage extends to medical care, psychological counseling, services from victim organizations, relocation, and participation in legal proceedings related to the family violence or sexual assault.

Employer Next Steps

- Employers should prepare to revise their sick leave policies and practices in addition to informing employees about the expanded reasons for the use of sick leave
- Educate your managers on these expanded circumstances for using paid sick leave
- Using paid leave for mental health days is likely new territory for many employers, so it’s important to be mindful when approving or rejecting requests for time off
- Employers should expect an updated paid sick leave poster with expanded reasons for use from the Connecticut Department of Labor in the coming months

If you have any questions regarding this HR-Alert, please [email us](#).