Engage PEO Client Alert

Connecticut Expansion of Sick Time for Service Workers

WHAT'S NEW: Effective October 1, 2023, Connecticut's sick time law will be expanded in two new ways.

1. Employees who are service workers may now use sick time for a mental health wellness day. A mental health wellness day is defined as a day during which a service worker attends to their emotional and psychological well-being in lieu of working a regularly scheduled shift.

2. Where a service worker is the parent or guardian of a child who is a victim of family violence or sexual assault, the service worker may use sick time for (1) medical care or psychological or other counseling for physical or psychological injury or disability (2) obtaining services from a victim services organization (3) relocating due to such family violence or sexual assault, or (4) participating in any civil or criminal proceedings related to or resulting from such family violence or sexual assault.

WHY IT MATTERS: Since 2012, Connecticut has offered paid sick leave to service workers who work for employers that employ at least 50 people. **Service workers** include those employees who work in food preparation and service, general services and support (i.e., housekeeping aides, janitors, and grounds maintenance employees), mechanics and maintenance repair (i.e., carpenters, electricians, and general maintenance workers), furniture handlers, plant and system operations (i.e., boiler tender, stationary engineer), and transportation/mobile equipment operation services (i.e., parking and lot attendants) as well as other industries.

The amendments to Connecticut's sick leave law will now permit service workers to take mental health days, and permit such workers to take time off in connection with family violence or sexual assault that their children, or children for whom they serve as guardians, have experienced.

WHAT EMPLOYERS SHOULD DO: Covered employers (i.e., those employers that employ at least 50 people, at least some of whom are service workers), should ensure that effective October 1, 2023, they:

1. Allow covered employees (i.e., service workers) to use sick time for mental health wellness days;

2. Allow service workers who are parents or guardians of individuals who have experienced family violence or sexual assault to use sick time for the purposes noted above.

Please reach out to your Engage Human Resources Consultant if you have any questions concerning this alert or other H.R.-related matters.