

Connecticut Paid Sick Leave Law Amended

September 2014

Effective October 1, 2014, several important changes to the Connecticut Paid Sick Leave law take effect. [Public Act 14-128](#). To be covered by the law an employer must employ 50 or more employees in Connecticut. To determine compliance with the 50 employee threshold employers previously measured their workforce each quarter during the prior calendar year. If in any one quarter they had at least 50 employees they were required to comply with the law beginning the following January 1. Now, employers need only measure their workforce once, during the week in which October 1 falls. If during that week the workforce has at least 50 employees, the employer must comply with the law beginning the following January 1.

To prevent tampering with the workforce numbers, the Act makes it unlawful to terminate, dismiss, or transfer to another site, any employee for the sole purpose of not qualifying as an employer under the Act. In addition, radiologic technologists will now gain coverage under the law.

Further, the Act will now permit an employer to designate any 365 day period as the leave accrual period, instead of being limited to using a calendar year accrual period.

For more information about the law, please see my previous article [Employer's Guide to Connecticut's Paid Sick Leave Law](#), or contact scott@schaffer-law.com or 860-216-1965.

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