

# LEGAL UPDATE

# CONNECTICUT

## Connecticut Issues FAQs on New Paid Sick Leave Requirements

Provided to you by Sullivan Benefits

The Connecticut Department of Labor has issued [answers to frequently asked questions](#) (FAQs) about the expanded paid sick leave (PSL) requirements that take effect in the state starting Jan. 1, 2025. The department has also [created](#) a workplace poster and written employee notice, which employers must provide by Jan. 1. Other PSL resources are also available on the department's website.

### Connecticut PSL

2024 amendments to the PSL law expanded its coverage to nearly all employers and employees, with the expansion applying to successively smaller employers yearly from 2025 to 2027. The changes also increase the PSL accrual rate to one hour of leave per 30 hours worked, and they add to the reasons workers may take PSL. New notice, posting and recordkeeping provisions also apply, beginning Jan. 1, 2025. The changes bring the state PSL requirement—one of the country's oldest—more in line with recent state PSL laws.

### FAQs

The FAQs reiterate and clarify the PSL requirements in the amended statute, including the following points of particular interest to employers:

- Employers that provide more PSL than required under the statute may limit the reasons for which the extra PSL can be used and require documentation for its use;
- Employers must provide the accrual of PSL on a yearly basis, which is any 365-day period it uses to calculate employee benefits;
- The Connecticut Family and Medical Leave Act (FMLA) generally runs concurrently with PSL; however, employees must be allowed to keep two weeks of PSL after using the state's FMLA leave;
- Although the law does not require advance notice of PSL use, the FAQs state that employees should do their best to provide notice as soon as practicable in compliance with the employer's regular policy for calling out the day of an absence; and
- The required records of hours worked and PSL accrued for every employee may be kept electronically, but only with the employee's consent.

### Dates of PSL Expansion

#### Jan. 1, 2025

Employers with 25 or more employees in the state are covered by the PSL requirement.

#### Jan. 1, 2026

Employers with 11 or more employees in the state are covered by the PSL requirement.

#### Jan. 1, 2027

Employers with one or more employees in the state are covered by the PSL requirement.

***New notice, posting and recordkeeping provisions apply under the law, starting Jan. 1.***

