

CONNECTICUT

Connecticut Adds Mental Health as Reason to Take Paid Sick Leave

Connecticut has [amended](#) the state's [paid sick leave law](#) to require employers to allow eligible employees to take time off for mental health. The amendments, which take effect Oct. 1, 2023, also extend family violence and sexual assault leave to parents of victims.

Mental Health Wellness Days

The changes add mental health wellness days as a permitted use of paid sick leave under the law. A "mental health wellness day" is defined as a day during which an eligible employee attends to their emotional and psychological well-being in lieu of attending a regularly scheduled shift.

Leave for Parents of Family Violence and Sexual Assault Victims

The paid sick leave law allows workers to take paid leave for specified purposes related to their status as victims of family violence or sexual assault. The amendments extend the leave to parents and guardians of children who are victims of family violence or sexual assault, provided the worker is not the perpetrator or alleged perpetrator.

Connecticut Paid Sick Leave

The Connecticut paid sick leave law covers private employers with at least 50 employees. The leave requirement applies only to service workers, as defined in the law. Manufacturers and nonprofit organizations under IRS Code Section 501(c)(3) are exempt.

Eligible service workers accrue one hour of paid sick leave for every 40 hours worked, up to a maximum of 40 hours per calendar year. Leave may be taken for reasons related to the worker's (and their family members') health, medical care and well-being.

Highlights

Mental Health Days Added to Paid Sick Leave

Amendments to Connecticut's paid sick leave law add mental health wellness days as a permitted reason for leave.

Parents of Victims May Take Leave

The amendments also allow the parents of victims of family violence or sexual assault to take paid sick leave for specified purposes.

Covered workers will be able to take paid sick leave to attend to their emotional and psychological well-being.

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