

# CT Sick Leave & You “Did You Know?”

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## New Sick Leave Law: Navigating the Changes Together

As Connecticut rolls out big changes to its Paid Sick Leave Act, many workers across the state are navigating what this means for their time off. But what about us? Good news: NTA members already benefit from stronger protections and more generous sick leave through our contract. Still, it's worth knowing how this new law intersects with what we already have, especially since it brings a new level of flexibility in how we can use part of our leave. Read on for what's new, what's unchanged, and what you should keep in mind as we move through the school year.

As of January 1, 2025, Connecticut has implemented significant changes to its Paid Sick Leave Act, expanding coverage and modifying key provisions to benefit more workers across the state.

While this new law is a major step forward for many employees, it does not significantly impact NTA members, as our contract provides a higher accrual rate, greater carryover allowance, and broader coverage. Unlike the state law, which limits sick leave to 40 hours (5.5 days for NTA members) per year, our contract ensures up to 15 sick days annually with the ability to bank up to 210 days. Even if you reach the 210-day maximum, you will still receive an additional 15 days at the start of a new school year.

The most notable change introduced by the new law is that NTA members can now take the first 5.5 days of sick leave (CT Sick Leave) in full-day, half-day, or one-hour increments. Once those 5.5 days are used, sick time may only be taken in full or half-day increments.

NTA members can rest assured that their sick leave benefits remain superior to what the new law requires. However, it's always wise to stay informed about legislative changes, as they may impact future contract negotiations. If you have any questions, please contact your building representatives.

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## Frequently Asked Questions

### Why 5.5 CT Paid Sick Leave Days?

The law mandates 40 hours of paid sick leave per year. Since we work 7.75 hours per day rather than a full 8-hour day, this equates to 5.5 days of CT Paid Sick Leave instead of 5 days.

### Why must the hours be taken in 1-hour increments?

This requirement is specified by the statute.

### How do I check my CT Paid Sick Leave balance?

In Frontline (Absence Management), go to Account on the far left. On the main screen, find the option labeled "Absence Reason Balances." There should be three categories listed, one of which is CT Paid Sick Leave Days.

### Where did the CT Paid Sick Leave Days come from?

When the new law took effect on January 1, 2025, any NTA member who had more than 5.5 Certified Sick Days had 5.5 days reallocated as CT Paid Sick Leave Days.

At the end of the school year (June 17, 2025), any unused CT Paid Sick Leave Days will revert back to Certified Sick Days and can be rolled over to the next school year provided you have not exceeded the maximum number of sick days (210).

At the start of the new school year, each member will receive 5.5 CT Paid Sick Leave Days and 9.5 Certified Sick Days, for a total of 15 sick days.

### What happens if I take a CT Paid Sick Leave Day on a day with a scheduled extra one-hour meeting?

Your sick day is capped at 7.75 hours, which rounds up to 8 hours.