

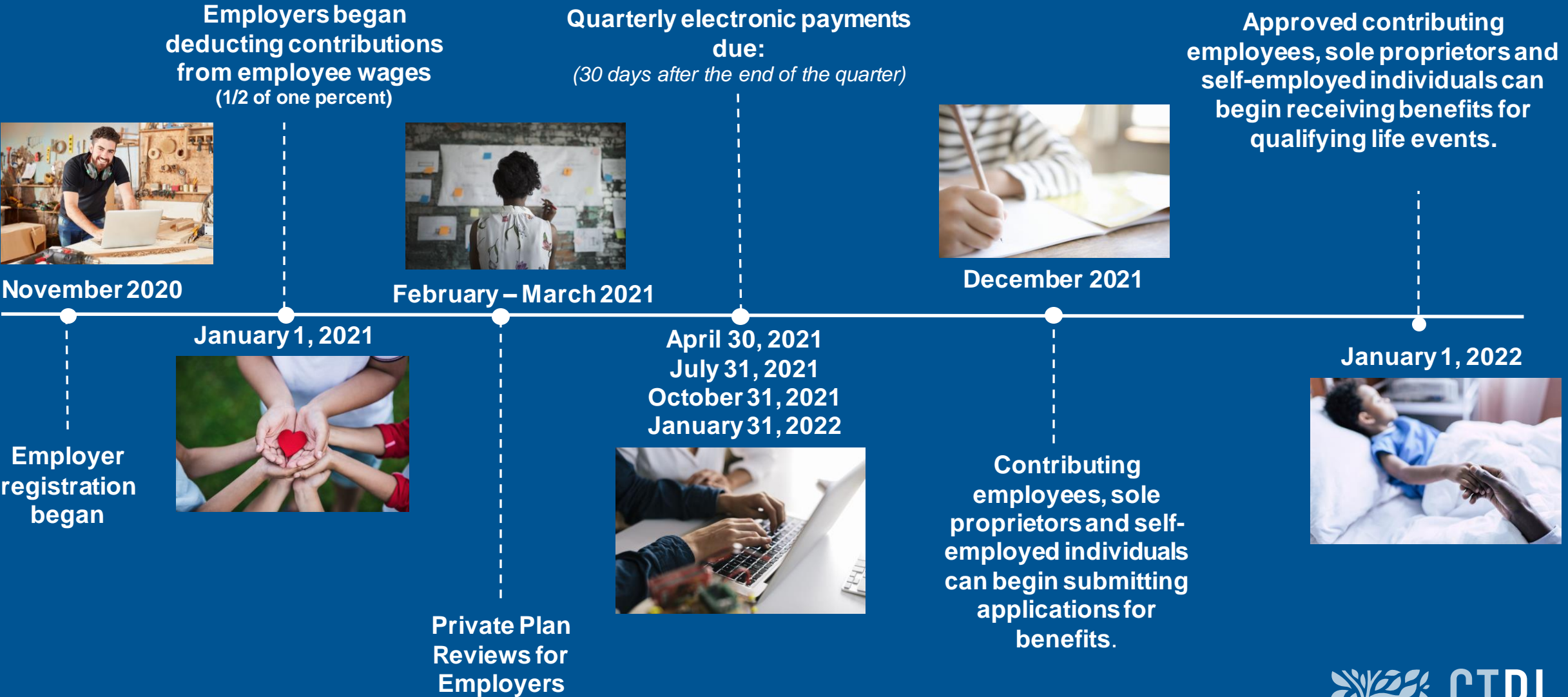
Understanding the CT Paid Leave Act



Connecticut
Paid Leave

March 2021

Key Dates



Covered Employers

Who is covered?

- Employers who have one or more people working in CT Including:
 - Non-profits
 - Private-sector employers with a unionized workforce
- Sole proprietors who choose to opt-in*
- Self-employed individuals who choose to opt-in*

Who is not covered?

- The federal government
- The State of Connecticut, except as to “covered public employees”
- Municipalities, unless they have “covered public employees”
- Local or regional boards of education unless they have “covered public employees”
- Non-public elementary or secondary schools

**Sole proprietors and self-employed individuals must stay in the plan for a minimum of three years.*

Reasons for Leave

- Create or expand your family - the birth of a child, or placement of a child with your family for adoption or foster care (aka “bonding leave”)
- Care for a family member with a serious health condition (aka “caregiver leave”)
- Care for your own serious health condition, including
 - Serving as an organ or bone marrow donor
 - Pregnancy
- Special leave to care for a family member injured in the military (aka “military caregiver leave”)
- Qualifying Exigency leave when a family member is called to overseas active duty
- Family Violence leave (*CT only*)

BENEFITS ELIGIBILITY

CT FMLA job-protected leave (as of 1/1/22)	CT PFML paid leave benefits (as of 1/1/22)
Employees have job-protected leave after three months of employment	<ul style="list-style-type: none">• Earned at least \$2,325 in the highest earning quarter of the first 4 of the past 5 quarters (from 1 or more employers);• <i>Have a qualifying reason for leave listed in the statute; and</i>• <i>Has not exhausted leave time; and</i>
<ul style="list-style-type: none">• No hours worked requirement	Is either: <ul style="list-style-type: none">• Currently employed and working in CT;• Was employed and working in CT during the past 12 weeks; or• A sole proprietor or self-employed individual who has opted to participate in the CT PFML plan.

LENGTHS OF LEAVE

- **Up to 12 weeks in a 12-month period for all leave reasons *except*:**
 - Up to 26 weeks in a 12-month period for military caregiver leave
 - Up to 12 days (in a calendar year) can be used for family violence leave
 - Up to 2 additional weeks of leave for incapacity due to pregnancy

In 2022,
the CT Family
and Medical
Leave Law will
have an
**expansive
definition of
family member**

- Will cover leave for caring for:
- a parent
- spouse
- son or daughter of any age
- Sibling
- grandparent, grandchild, or
- **An individual related to the employee by blood or affinity whose close association the employee shows to be the equivalent of those family relationships**



Additional Resources



Sign In

LANGUAGE SELECTOR: [English](#) [Español](#)



Stay Informed about coronavirus (COVID-19): Connecticut residents are urged to take precautions to prevent the spread of COVID-19. For the latest information, visit ct.gov/coronavirus.

Bringing Peace of Mind To Your Home, Family + Workplace

You can now register your business by selecting **Get Started**

If you've already registered, you can access your account information by **signing in**

Employee payroll deductions begin on **January 1, 2021**

Paid Leave benefits become available starting **January 1, 2022**

Register Your Business

Employer registration is now open. Select the button below to learn the steps and process. If you are using Internet Explorer, please switch browsers before getting started.

GET STARTED

CT Paid Leave Information Resources



For covered employees in the State of Connecticut, the Connecticut Paid Leave program offers the opportunity to take time to take care of personal and family health needs without worrying about lost income while you are away from work.

Key Dates

JANUARY 1, 2021: Employer to begin withholding employee contributions (one-half of one percent of each paycheck (0.5%), to the CT Paid Leave (CTPL) Authority trust fund.

JANUARY 1, 2022: Covered employees become eligible for paid leave benefits.

Employee Eligibility

All employees* with one or more employees are covered under the CTPL program.

Covered employees are eligible for CTPL program benefits if they have:

- Earned wages of at least **\$2,325**** in the highest quarter in the First Four of Five most recently completed quarters; and
- Are currently employed OR have been employed within the last 12 weeks.

*Wholesale employees of the State of Connecticut and employees of the federal government, municipalities, local or regional boards of education, or non-public elementary or secondary schools may not be covered, with some exceptions.

**Wages may include salary or hourly pay, vacation pay, holiday pay, tips, commissions, severance pay and the cash value of any "break" payments.

Benefit Rates

Benefit rates* will be equal to 95% of an employee's average weekly wages if the wages are less than or equal to the CT minimum wage multiplied by 40. If wages exceed the CT minimum wage multiplied by 40, the employee's benefit rate will be 95% of the employee's average weekly wage up to the CT minimum wage multiplied by 40 PLUS 60% of the amount the average weekly wage exceeds the CT minimum wage multiplied by 40. The benefit rate is capped at 60 times the CT minimum wage.

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For reference:

- * CT minimum wage multiplied by 40 will be equal to \$210 weekly in January 2022, increasing to \$560 on July 1, 2022, and \$900 on June 1, 2023.
- ** CT minimum wage multiplied by 60 will be equal to \$780 weekly in January 2022, increasing to \$840 on July 1, 2022, and \$900 on June 1, 2023.

*The Paid Family and Medical Leave Act stipulates benefit rates may be reduced if revenue is insufficient.

For more information visit the website, please contact the Connecticut Department of Labor 260 Holly Street, Hartford, Connecticut, CT 06103-0401 (860) 261-4888

For updates on the CT Paid Leave program, please visit the Paid Family and Medical Leave Resources Authority website at www.ctpaidleave.org



Bringing Peace of Mind to Your Home, Family, and Workplace

The Paid Family and Medical Leave Act (PFMLA) offers Connecticut workers the opportunity to take time to attend to personal and family health needs without worrying about lost income.

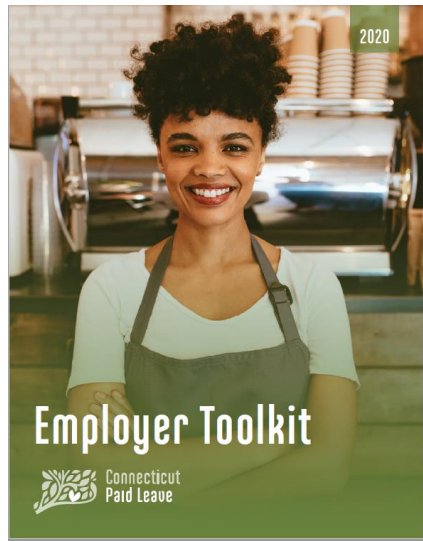
The funding to support the CT Paid Leave (CTPL) program comes in the form of employee payroll deductions of one-half of one percent (0.5%). **These payroll deductions begin January 1, 2021.**

Covered employees become eligible for paid leave benefits **beginning January 1, 2022.**

Covered employees qualify for up to 12 weeks of paid leave benefits for the following reasons:

- Starting or expanding a family. For incapacity during pregnancy, two (2) additional weeks may apply.
- Personal or family health needs.
- Victims of family violence for relocation, court proceedings, support services, and professional care.
- To care for a family member who is injured while on active duty or to address specific issues relating to a family member's call to active duty or active duty in the armed forces.

Employee Rack Card



Employer Toolkit

In January, 2021, you will notice a change in your paycheck



Keep up to date with @CTPaidLeave

The funding to support the CT Paid Leave program will come in the form of employee payroll deductions beginning January 1, 2021. The most you will contribute is up to one-half of one percent (0.5%) of your total wages, up to the Social Security wage contribution rate that is set by the federal government.

To estimate how much will be deducted every pay period to support CT Paid Leave, use the contribution estimator found at ctpaidleave.org or use your smart phone/QR code reader to scan the QR code provided and scroll to the bottom of the page.



Your payroll contribution will be pooled into a single trust managed by the State Treasurer. This trust will be used for distributing family and medical leave compensation to covered employees, paying the costs of the authority, educating and informing the public about the program and paying the costs of administering the trust. Paid leave benefits begin January 1, 2022.

Employee Paycheck Mailer

Guide for Employees



Participation?	<p>Beginning January 1, 2021:</p> <p>Your employer must participate in the CT Paid Leave Program if they have any activity, regardless of whether the CT with one or more employees including non-unionized part-time employees.</p> <ul style="list-style-type: none"> As an employee, you must participate in the Paid Leave Program unless you are specifically excluded by law. (See the "Excluded from participating" section of this guide.) CT residents who are sole proprietors or self-employed can choose to opt-in. <ul style="list-style-type: none"> Employees of the federal government. State and municipal employees who are members of a union (unions can bargain to be excluded from the program). Employees of local and regional members of boards of education. Non-public elementary and secondary school employees.
Who is Excluded from Participating?	<ul style="list-style-type: none"> The CT Paid Leave Authority only offers payment for qualifying events but does NOT offer job protection to employees taking leave. Only employees can determine, in consultation with the employer, whether the leave taken is subject to job protection. Federal and state Family Medical Leave Acts describe the rules for job-protected leave and are NOT paid leave laws.
Is Paid Leave Considered Protected Leave?	<ul style="list-style-type: none"> Upon the birth of a son or daughter of the employee. Upon the placement of a son or daughter with the employee for adoption or foster care. To care for a family member of the employee if such family member has a serious health condition. Because of a serious health condition of the employee. To serve as an organ or bone marrow donor. If an employee is experiencing family violence.
What are the Qualifying Events?	<ul style="list-style-type: none"> For any qualifying emergency arising out of the fact that the spouse, son, daughter or parent of the employee is on active duty, or has been notified of an impending call or order to active duty, in the armed forces. To care for a voluntary family member who is injured during active duty.
Military Specific	<ul style="list-style-type: none"> \$1,320 in wages (whether full or part) per quarter, and fit into one of the following categories: <ul style="list-style-type: none"> Currently employed and working in CT. Currently unemployed but had been employed and working in CT in the past 12 weeks. A Sole Proprietor or Self-employed individual, and a resident of CT who chooses to participate - they must remain in the program for three years. Employees (as opposed to sole proprietors and self-employed individuals) do not need to be a resident of CT.
What Risks You Eligible to Receive Benefits?	<p>Beginning January 1, 2021:</p> <ul style="list-style-type: none"> Employees will have contributions of 1/2 of 1% of their wages deducted for each pay period. Deductions are made from wages up to the defined Social Security wage base using the same calculations for determining total wages as are used to calculate FICA and Social Security payroll deduction, to coincide with each pay period. Total wages for an employee includes the gross earnings from their employer(s) salary or hourly wages, vacation pay, holiday pay, tips, commissions, severance pay, etc.
Employee Contribution Amounts	

Employee Fact Sheet

Employee Rights Poster



EMPLOYER IMMEDIATE ACTION CHECKLIST:

Register

- www.ctpaidleave.org
ASAP

Contact

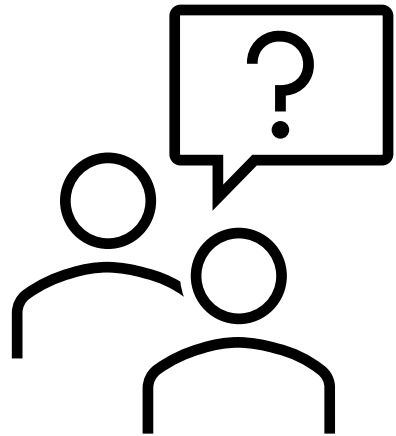
- Contact your payroll provider to be sure they are prepared to process wage withholdings and remit withholdings to the Paid Leave Authority Trust Fund.

Educate

- Educate your employees about the withholding with information you can find on the employer section of the website: [For Employers | Employer Resources | Register Your Business \(ctpaidleave.org\)](#)

Visit

- www.ctpaidleave.org regularly for updates



We're Here For You!

- How to Reach Us
 - [Contact Us](#) tab at ctpaidleave.org
- Helpful Resources
 - [Frequently Asked Questions](#)
 - [Helpful Videos](#)



The background features a repeating pattern of stylized, overlapping leaves in various shades of blue. The leaves are arranged in a dense, flowing manner, creating a sense of movement and depth. The colors range from a deep, dark blue to a lighter, medium blue, with some areas appearing as if they are layered on top of others.

THANK YOU!