

Connecticut

<https://ctpaidleave.org>



Date law enacted	Family and Medical Leave Insurance Act (FMLI) Enacted: 6/25/19 Employee Assessment begins: 1/1/2021 Benefits start: 1/1/2022
Benefits can be used for	Medical Leave can be used for a worker's own serious health condition. Family Leave can be used to (1) bond with a child within one year of the child's birth or placement for foster care or adoption; (2) care for a family member with a serious health condition; (3) address certain military family needs; or (4) address needs relating to being a victim of family violence. Benefits began January 1, 2022.
Type of law	Competitive between state fund and private plans — former automatic if latter not elected by employer, following approval by a majority vote of employees.
Funding source	Tax supported state fund provides benefits — like Unemployment Compensation, but Private Plans may be substituted.
Types of private plans	Insured and Self-insured Private Plans may be substituted. Employee vote required before state will approve a CT PFML private plan.
Limitations upon right to establish private plans	Must not result in substantial selection of risks against state fund.
Employee contributions	State or Private: Employee tax of 0.5% up to Social Security cap. Up to \$735.00 in 2022.
Employer contributions required	State: none Private Plan: balance of cost
Employers covered	Employers with one or more employees, and includes any person who acts, directly or indirectly, in the interest of an employer to any of the employees of such employer and any successor in interest of an employer.
Employees excluded	Federal government, the state or a municipality, a local or regional board of education or a nonpublic elementary or secondary school, except that the state, municipal employer or local or regional board of education is an employer with respect to its covered public employees.
Religious exemptions	None
Employee eligibility requirements	Earnings at least \$2,325 during the highest earning quarter within the base period. The base period is the first 4 of the 5 most recently completed quarters. This can be a combination of hours worked at more than one employer.
How benefits are computed	95% of a worker's base weekly earnings up to an amount equal to 40 times the state minimum wage and 60% of a worker's base weekly earnings above an amount equal to 40 times the state minimum wage, up to a cap of 60 times the minimum wage.

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Minimum weekly benefits	None
Maximum weekly benefits	60 times the state minimum wage. As of January 1, 2022, the cap is \$780 and increasing to \$840 on July 1, 2022.
Maximum duration	12 weeks within a 12-month period; extra 2 weeks if incapacitated during pregnancy. 12 days if an employee is a victim of family violence.
Waiting period	None
Maternity benefits	If incapacitated during pregnancy, may receive up to an additional 2 weeks up to a total of 14 weeks in a 12-month period.
Effect of continued pay from employer during disability	Generally, employee may receive compensation concurrently with any employer-provided plan. Total compensation shall not exceed such covered employee's regular pay.
State sick leave mandate	Yes. Employees whose place of business has 50 or more employees accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 40 hours. Covers sick time for employee or family members' care and for absences associated with domestic violence or sexual assault.
State program benefits financed by	State fund to be created in 2021 from employee contributions of no more than 0.5% of wages up to Social Security (SS) cap.
Post-employment	Yes, if they met the eligibility above. And those not employed but had been employed by a covered Connecticut employer within the last 12 weeks.
Job protection	No. But may be available under another state or federal leave program.
Family leave covered relatives	Spouse, sibling, child, grandparent, grandchild, parent, parent-in-law, 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.
Definition of wages used for contributions and benefits	"Total wages" means all remuneration for employment and dismissal payments, including the cash value of all remuneration paid in any medium other than cash except the cash value of any remuneration paid for agricultural labor or domestic service in any medium other than cash.
Benefit taxation	Both CT PFL and PML will be subject to state and federal taxes. State-paid PFL and PML benefits will receive a 1099-G. Private plans can be different. PFL will receive a 1099-misc; PML will receive a W2.