

Comparison: CT Paid Family and Medical Leave Plan v. American Families Paid Leave Plan

	CT Paid Leave Plan	American Families Paid Leave Plan
Reasons	Create or expand family through birth, adoption or foster care Own serious health condition Military caregiver leave Qualifying exigency leave Family Violence leave Bereavement leave is based on employer policies	Create or expand family through birth, adoption or foster care Own serious health condition Military caregiver leave Qualifying exigency leave Family Violence leave 3 days of bereavement (year one)
Length of Leave	12 weeks in a twelve-month period; 26 weeks for military caregiver leave (12 weeks paid); 12 days for family violence leave; additional two weeks for incapacity during pregnancy	12 weeks of leave by year 10 of the program; no details re: military caregiver leave or additional leave for incapacity during pregnancy
Benefits	At or below 40x min wage =95% of wages Above 40x min wage = 40x min wage plus 60% of the difference between base weekly wage and 40x min wage.	Up to \$4000/month; minimum of two-thirds of average weekly wage replacement; rising to 80% for the lowest wage worker
Definition of Family	Parent, spouse, son or daughter of any age, sibling, grandparent, grandchild, or any person “related by affinity”, (an individual related to the employee by blood or affinity whose close association the employee shows to be the equivalent of close family relationships as defined by the statute).	Unknown
Funding	Fully employee funded Employee contributions capped at .5% of wages; and salary contribution level capped at Social Security contribution rate	Employer and Employee contributions; no details re: levels of contributions; caps or salary levels

Unknown factors:

- Timeline /benefits availability from year 1 through year 10
- Actual breakdown of contribution obligations between employee and employer and amounts
- Whether this will supersede state plans or whether a state can opt to maintain own plan
- Whether any employees or employers will be excluded
- Fate of current Federal FMLA, which is unpaid and does not include leave for family violence or bereavement