



Connecticut
Paid Leave

ABOUT YOUR PRESENTER:

Appointed by Governor Lamont on January 23; **began on March 2, 2020**

Served as President and CEO of Harc, Inc. — a large not-for-profit provider of services for people with intellectual and related disabilities and their families.

Prior experience include serving as Director of Programs Lawyers for Children America, Inc., and in the insurance industry at Chubb.

Appointed positions:

- Immediate Past President of the Connecticut Bar Foundation
- Former Board chair of the Village for Families and Children
- Former Board member, Connecticut Community Nonprofit Alliance
- Current Board Member, YWCA Hartford Region and Leadership Greater Hartford

Recognitions include:

- *Hartford Business Journal's* Forty Under Forty, and Five New Leaders to Watch
- 100 Women of Color – Class of 2020

Education:

- Bachelor of Arts, Rutgers University
- Juris Doctorate, New York Law School



***Andrea Barton Reeves**, Inaugural CEO of the CT Paid Leave Authority.*

The Authority's board of directors consist of 15 members, including designees of the State Treasurer, State Comptroller, and several state agency commissioners, and appointees of legislative leaders and the governor.

PAID FAMILY AND MEDICAL LEAVE INSURANCE AUTHORITY



- Quasi-governmental agency
- Supported and incubated by DAS
- Created by Public Act 19-25, signed into law by Governor Lamont on June 25, 2019
- Agency employees are State of Connecticut employees

STATE AGENCY PARTNERS



KEVIN LEMBO
OFFICE *of the* STATE COMPTROLLER



Introducing Connecticut Paid Leave



What is the CT Paid Leave Authority?

The CT Paid Leave Authority serves a growing need by providing financial relief to Connecticut families, allowing individuals to care for a loved one, or themselves, without having to worry about lost income.

What is the Connecticut Paid Leave Program?

For Connecticut workers, the paid leave program offers income replacement benefits while taking leave to address personal and family health needs. For employers, this program provides the tools and resources to promote a happy, healthy, vibrant, and inclusive workplace and comply with state law.

What is the Connecticut Paid Leave Timeline?

- September 4th, the CTPL external website will go live
- November 1, 2020, employers, sole proprietors and the self-employed can start the registration process
- January 1, 2021, employee contributions to the Trust fund begin through payroll deduction, self-employed and sole proprietors may begin making contributions

THE PAID LEAVE AUTHORITY'S RESPONSIBILITIES



To collect employee contributions to the Authority's Trust Fund



To establish policies and procedures for submitting claims for benefits



Evaluate and pay benefits claims



Manage the Authority's Trust Fund in partnership with the Office of the State Treasurer



Educate employers, employees, sole proprietors and self-employed individuals about Family and Medical Leave AND Paid Family and Medical Leave



Approve and manage private insurance plans adopted by employers

OUR TEAM



**Andrea Barton
Reeves**
Chief Executive Officer



Erin Choquette
General Counsel



Kris Floyd
Acting Chief
Operating Officer



Andrea Comer
Chief of Staff



Laure Dickson
IT Director



Chuck Ward
IT Liaison



Brian Boyer
Acting Chief Outreach and
Engagement Officer



David Marcone
Controller



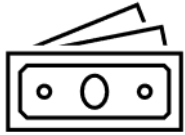
Amber Forrest
Executive Assistant

A woman with dark hair, wearing a yellow button-down shirt, is seated at a desk. She is holding a blue pen over an open notebook. To her right is a laptop. The background is softly blurred, showing a window with light coming through and some greenery. The overall mood is professional and focused.

Where we are and what's in store

Connecticut Paid Family Leave

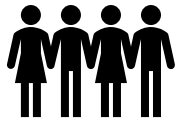
From March 2 until now . . . Our six-month journey



Created a working budget

Developed and approved agency policies, including:

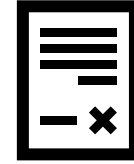
- A plan of Operations
- Policies regarding travel, accounting practices, hiring (employee handbook), acquiring legal services



Hired staff: COO, Chief of Staff, IT Director, IT liaison, Chief Marketing Officer, General Counsel, Controller, Executive Assistant



Created and published checklist for the private plan option



Executed Contracts with Slalom to build IT solution and Miranda Creative to build our brand and logo



Approved and released a brand and logo



Held over a dozen webinars held to introduce and educate the public about Paid Leave



Developed strong working relationships with OTT, DOL, DRS, OPM, SOTS



Connecticut Paid Leave





Connecticut Paid Leave

for employees



Connecticut Paid Leave

for employers



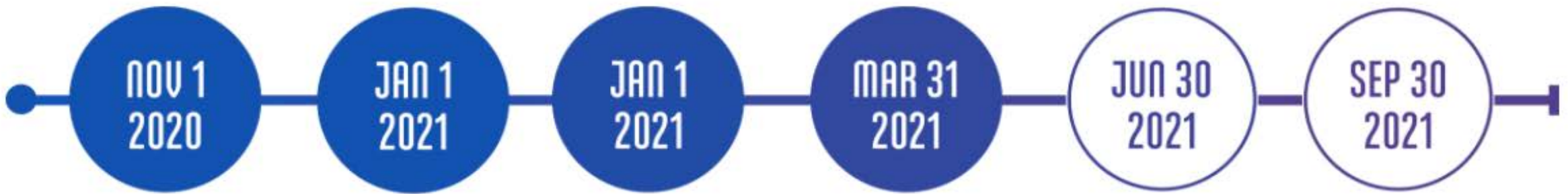
Connecticut Paid Leave

for self-employed



Connecticut Paid Leave

for military families



Employer Registration begins; self-employed individuals and sole proprietors may register (must remain in the plan for three years).

Employers to begin withholding employee contributions (1/2 of 1 percent of each paycheck) to the CT Paid Leave Authority trust fund.

Sole proprietors and self-employed individuals can begin making contributions to the trust fund (also 1/2 of 1 percent of wages).

End of 1st quarter, first payment is due – payments can also be submitted during the quarter.

End of 2nd quarter, second payment is due.

End of 3rd quarter, third payment is due.

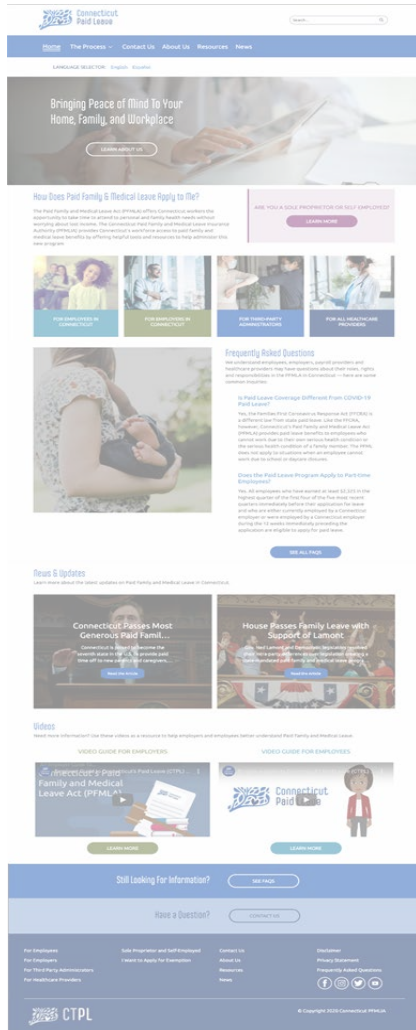


End of 4th quarter, fourth payment is due.

Employees can begin to submit applications for paid leave benefits.

Benefit payments begin for approved paid leave benefit applications.

WEBSITE IS LIVE! CTPAIDLEAVE.ORG



Frequently Asked Questions

We understand employees, employers, payroll or healthcare providers may have questions about the rights and responsibilities in the PFMLA in Connecticut. Here are some common inquiries:

Is Paid Leave Coverage Different From State Paid Leave?

Yes, the Families First Coronavirus Response Act (FFCRA) is a different law than state paid leave. Like the FFCRA, Connecticut's Paid Family and Medical Leave Act (PFMLA) provides paid leave benefits to employees who are either currently employed by a Connecticut employer or were employed by a Connecticut employer during the 12 weeks immediately preceding the application are eligible to apply for paid leave.

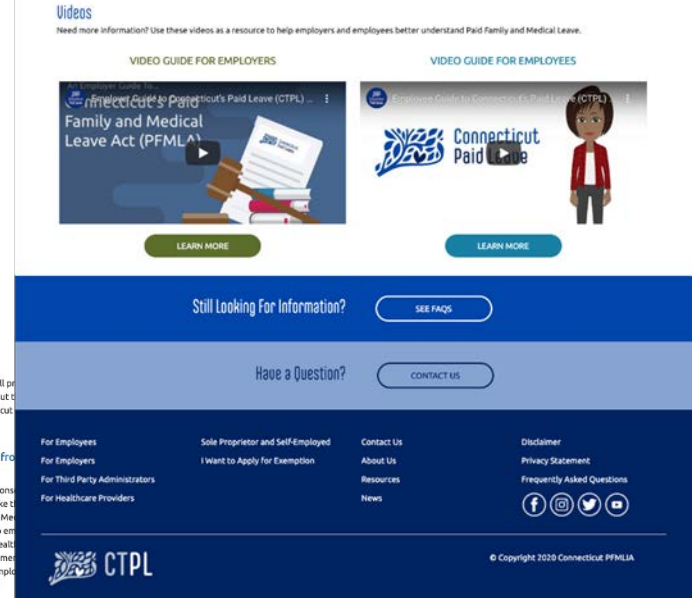
Does the Paid Leave Program Apply to Part-time Employees?

Yes. All employees who have earned at least \$2,325 in the highest quarter of the first four of the five most recent quarters immediately before their application for leave and who are either currently employed by a Connecticut employer or were employed by a Connecticut employer during the 12 weeks immediately preceding the application are eligible to apply for paid leave.

[SEE ALL FAQs](#)

News & Updates

Learn more about the latest updates on Paid Family and Medical Leave in Connecticut.





Connecticut Paid Leave

Communicating with our Stakeholders

Strategy and Approach

CURRENT STATE

- We are **4 months away** from January 2021 when employee contributions to the Paid Leave Authority Trust Fund will begin
- We remain in the midst of a global pandemic
- Unemployment remains high throughout the state, **yet the need for Paid Family and Medical Leave is crucial as part of the State's safety net of services**



Connecticut
Paid Leave

Our plan

- Communicate with multiple audiences, frequently, about the value of Paid Family and Medical Leave
- Create educational opportunities for small employers to learn more about Family and Medical Leave
- Use multiple channels for communication to stakeholders (webinars, social media, public advertising, radio, earned media)



Connecticut
Paid Leave

A close-up photograph of three hands of different ages and skin tones clasped together in a supportive gesture. The hands are stacked, with the youngest hand at the bottom, a middle hand in the center, and the oldest hand at the top. The background is a soft, out-of-focus blue.

THANK YOU!

Andrea.Reeves@ct.gov

CTPAIDLEAVE.ORG

APPENDIX

State agencies as partners

- Some state agencies sit on CTPL's steering committee overseeing the building of the employee contribution system (DRS, DRS, OTT, DOL)
- Leadership toolkits for your key staff
- Opportunities to share the PFML message with your teams
- Leadership interviews planned to understand depth of knowledge about PFML



Connecticut
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