



Connecticut Paid Leave

Presentation to Governor's Council on Women and Girls

November 16, 2021

Program Metrics – As of 11/9/2021

122,979

• **Businesses
Registered**

\$300,127,058

**Contributions
received or in transit
(as of 11/8/21)**





Connecticut Paid Leave

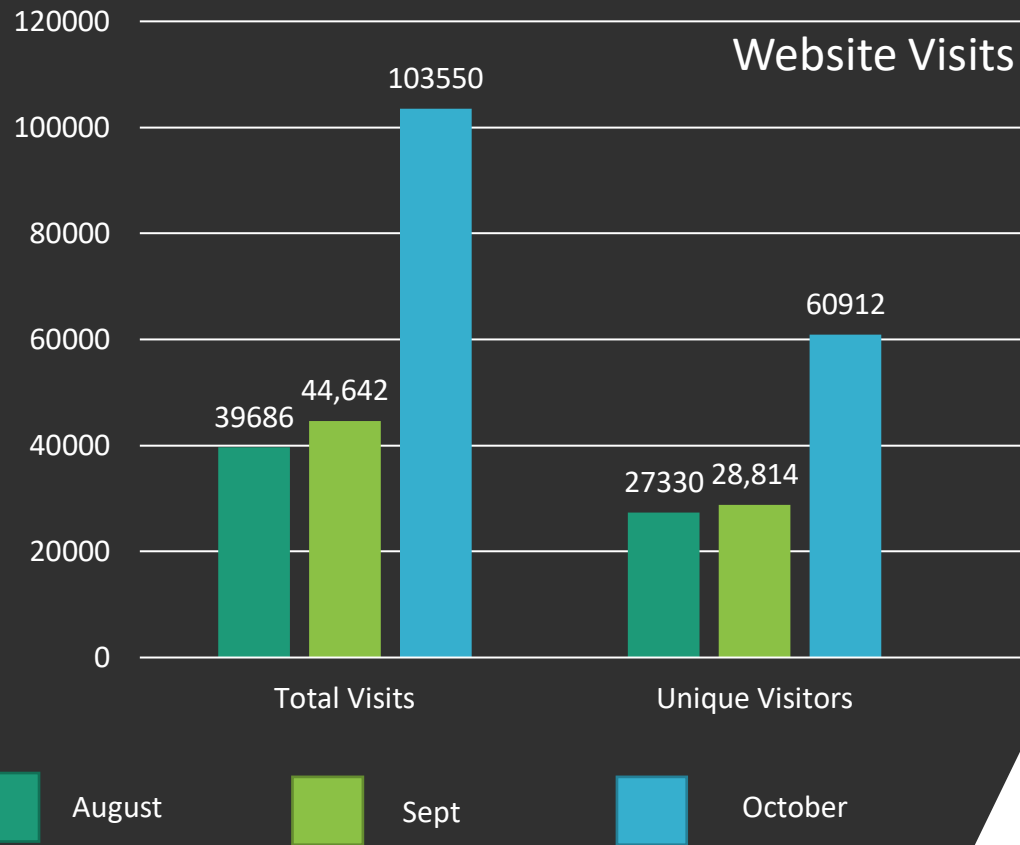
*Outreach & Engagement
November 10, 2021*



CTPL

Website Performance Metrics

Website Visits



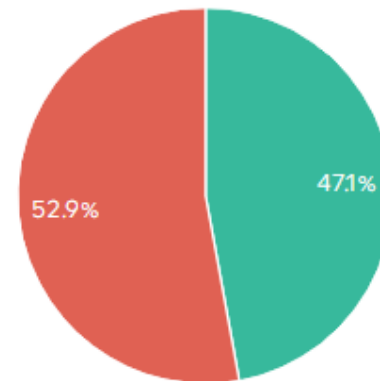
#1:
Employee
Landing
Page

#2:
Employer
Landing
Page

#3:
Prepare
to Submit
a Claim

Top page visited in October

NEW VS RETURNING



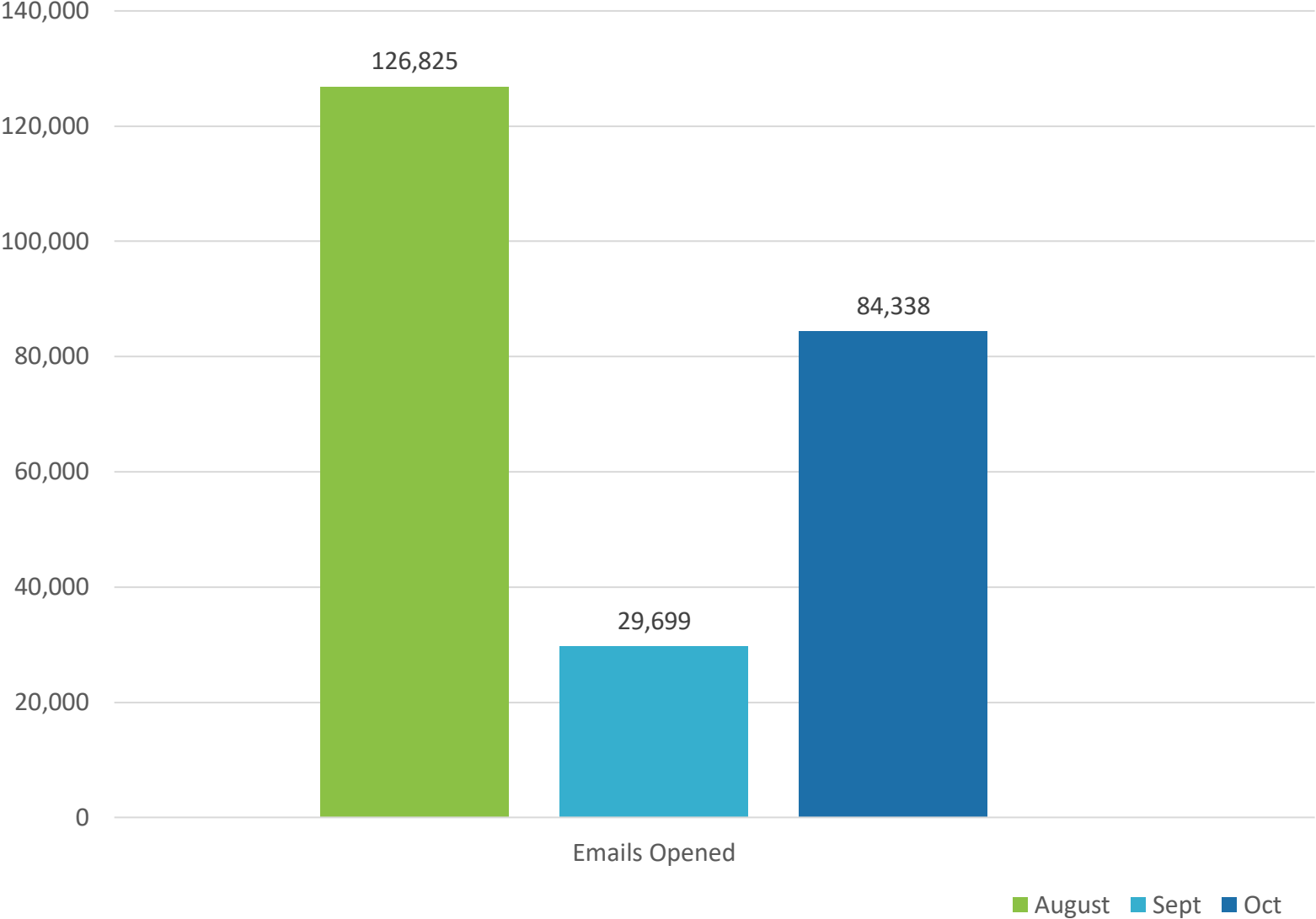
Visitor Type ^

- New Visitor
- Returning Visitor

Total **103,550**

October was our highest number of visits of any month in 2021.

Email Deployments



Open Rates:

August: 17.7%
September: 15.01%
October: 21.5%

Additional Media Presence

- Inquiring News and White Eagle
- Both will also print articles about CTPL

40 | November 5, 2021 | Volume 45, Issue 22

W NAJTRUDNIEJSZYCH CHWILACH MOŻESZ NA NAS LICZYĆ

NEW BRITAIN MEMORIAL SAGARINO FUNERAL HOME

Od ponad 100 lat pomagamy rodzinom zaplanować szczególny pogrzeb. Od tradycyjnych pogrzebów po kremację, nagrobki oraz stopy - trzymamy się za rękę w każdym detalu. Przekonaj się, dlaczego w ciężkich chwilach możemy zawsze na nas liczyć.



Dignity

444 Farmington Avenue New Britain, CT 06053
Tel. 860-229-0444
www.newbritainsagarino.com

OPIEKA KTÓREJ POTRZEBUJESZ BEZPOŚREDNIO W DOMU

Przewidywać dom jest naprawdę łatwe, głównie Twoje serce, a starsze osoby mogą nadal otrzymywać potrzebną im opiekę w domu, którą kochają.

Program Opieki Domowej dla Starszych w Connecticut, czyli w skrócie CHICPE, pomaga osobom w wieku 65 lat i starszym pozostać w ich domach dzięki usługom i wsparciu, którego potrzebują. Program CHICPE może pomóc w wielu dziedzinach - od usług opieki domowej i modyfikacji domu po technologie wspomagającą i nie tylko.

WYNIAK

Dowiedz się więcej i sprawdź, czy kwalifikujesz się do pomocy! Odwiedź stronę MyPlaceCTCHICPE.org już dziś.



Zatroszcz się o swoją rodzinę bez martwienia się o dochód!
Skorzystaj z płatnego urlopu chorobowego
Connecticut Paid Leave

Począwszy od 1 stycznia 2022 r. większość osób pracujących w Connecticut będzie uprawniona do 12 tygodni płatnego urlopu chorobowego, jeśli dana osoba potrzebować będzie czasu, by zadbać o swój stan zdrowia lub zaopiekować się bliską osobą.

Wnioski będą przyjmowane od grudnia.
Dowiedz się więcej na ctpaidleave.org.

Connecticut Paid Leave

National - International News

AFRICAN WINNER OF NOBEL BOOK PRIZE IGNITES DEBATE IN ZANZIBAR

(GIN) - Out of 118 Nobel Prize laureates between 1901 and 2021, only six have gone to African writers with only two to Black Africans.

So there was a measure of celebration, excitement and pride when this year's prize was awarded to Zanzibar-born writer Abdulrazak Gurnah.

"The prize is an honor to you, our Tanzanian nation and Africa in general," Tanzanian President Samia Suluhu Hassan tweeted. Zanzibar leader Hussein Ali Mwinyi said, "We fondly recognize your writings that are centered on discourse related to colonialism. Such landmarks bring honor not only to us but to all humankind."

The Swedish Academy was also generous with praise, calling the book an "uncompromising and compassionate penetration of the effects of colonialism and the fate of the refugee in the gulf between cultures and continents."

Based in Britain and writing in English, Gurnah's 10 novels include "Paradise", set in colonial East Africa during World War I and about-lament for the Booker Prize for Fiction, and "Deson- tion." Though Swahili was his first language, English became Gurnah's literary tool when he began writing at the age of 21.

"I dedicate this Nobel Prize to Africa and Africans and to all my readers," the 72 year old Gurnah tweeted after the announcement.

But the award has ignited a vigorous debate in the author's birthplace, with long and passionate discussions about belonging and identity, observes Sammy Awami in the online edition of Aljazeera. The relationship between Zanzibar and the mainland (Tanzania) has not always been rosy - even though Zanzibar is semi-autonomous, with its own president and parliament, he says.

The contentious union of Zanzibar and Tanganyika in April 1964 was driven by U.S. and UK fears of a Zanzibar Cuba in Africa.

Gurnah left Zanzibar as a refugee for the United Kingdom in late 1967, three years after a revolution which sought to end the political dominance of the Swahili Arab population over the African majority. The following months and years were dominated by deep division, tensions and vengeance.

Writes social scientist Aikande Kwana: "The debate about the 'Tanzanian' identity of Abdulrazak Gurnah should be an awakening call & a trigger to our government to think of the following: Justice; Dual Citizenship; Union matters; quality education and teaching - but not at the expense of our culture!"

Till today, the cosmopolitan island remains divided over issues of identity and its political union with Tanzania.

Meanwhile, Ida Hadjivayannis, lecturer of Swahili studies in London and a Zanzibar native, is currently translating his 1994 novel Paradise into Swahili. Pointing out that many in Tanzania are yet to read this writer's books, she called on the government to include his works in the school curriculum.

LONG-AWAITED TRIAL TO BEGIN OF ACCUSED KILLERS OF PAN- AFRICAN ICON THOMAS SANKARA



(GIN) - The trial of the accused killers of Thomas Sankara, a revolutionary leader of Burkina Faso - including his former friend Blaise Compaore who succeeded him as president and went on to rule for 27 years - is slated to open this week in the capital Ouagadougou.

Fourteen men are being tried over the assassination in 1987. Near the Thomas Sankara memorial site, many expressed hope that the trial would shed light on his murder.

Dubbed Africa's Che Guevara, Sankara pledged to "decolonize minds" in Burkina Faso and across the continent, but his revolutionary dreams were cut short after just four years in power. He was 37 years of age.

Compaore is currently in exile in neighboring Ivory Coast, where he fled following a wave of popular protests in 2014. Despite Compaore's absence, the trial is hotly anticipated - with more than 200 hundred journalists from across the world accredited to cover the proceedings.

"For us, Sankara was a patriot. He loved his people. He loved his country. He loved Africa. He gave his life for us," Luc Damiba, secretary general of the Thomas Sankara Memorial Committee, told the BBC.

During Sankara's administration the country was re-

named from Upper Volta to Burkina Faso, meaning "Land of Upright People".

He reduced his own salary and that of all public servants. He banned the use of government chauffeurs and first-class airline tickets. He banned female genital mutilation, polygamy and forced marriages, among other measures to promote women's rights.

Education was a key priority. While he was in power, the literacy rate increased from 13% in 1983 to 45% in 1987, and he also oversaw a massive national vaccination campaign.


Land was taken from wealthy landlords and given freely to poor farmers, which led to a huge increase in wheat production.

Sankara called for united Africa to stand against what he called the "neo-colonialism" of institutions such as the International Monetary Fund and the World Bank. "He who feeds you, controls you," he was quoted to say.

There has been much speculation about the possible role of foreign countries including France, Ivory Coast, Liberia and Libya - in the killing of Sankara. In 2017, French President Emmanuel Macron promised to declassify secret French files.



Care for your family and have income security.



Starting in January, Connecticut Paid Leave will provide up to 12 weeks of income replacement if you take time away from work for certain family or health reasons.

Applications accepted starting Dec. 1, 2021.

CTpaidleave.org

See us on the Web!
The New Inquiring News-CT Website. InqNews.com

Drive Safe. & Buckle Up!

Transit (Buses in Lower Fairfield County)





CT Assoc. of Public School Superintendents



Connecticut Association of Public School Superintendents
Leadership for the Future of Learning



MEMBER SUPPORT

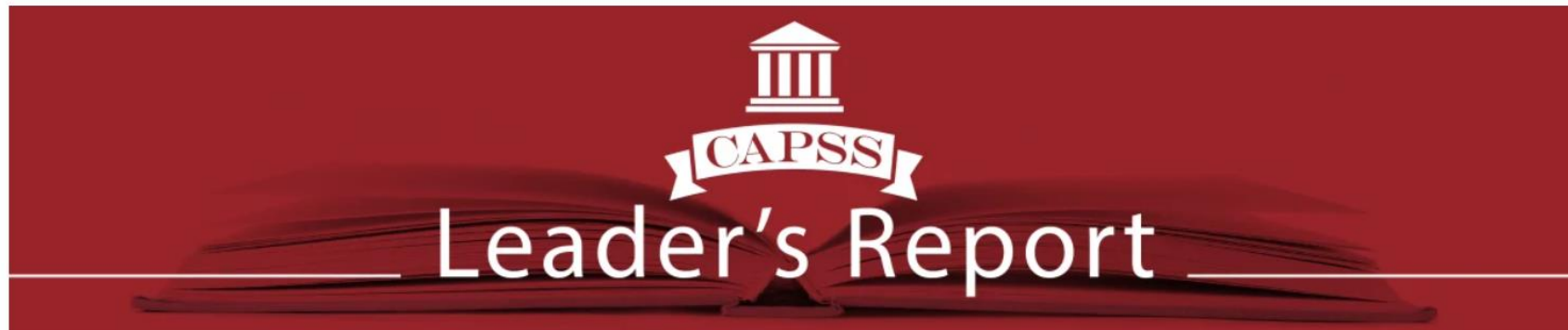
PROFESSIONAL LEARNING/CONFERENCES

CAPSS BLUEPRINT

PUBLIC POLICY

EDUCATIONAL TRANSFORMATION

PARTNERSHIP



November 5, 2021

What Does CT Paid Leave Mean to CT Workers?

As a covered employee in the State of Connecticut, the Connecticut Paid Leave (CTPL) program can provide the opportunity for you to take time off from work to take care of yourself or your loved ones without worrying about lost income. Join this webinar to learn about who is eligible, what are considered qualifying events, and what your contributions can provide you for income replacement.

[MORE INFORMATION](#)

Digital Video Campaign



Military Outreach

Connecticut Paid Leave

CT PAID LEAVE FOR MILITARY FAMILIES

CT Paid Leave offers up to 12 weeks of income replacement benefits for qualifying reasons, starting in January 2022.





Military Caregiver Leave

Military caregiver leave is taken by a worker to care for a covered family member who is in the military and has experienced a serious injury or illness that happened in the line of Federal active duty, while on duty in the Armed Forces.



Qualifying Exigency Leave

Qualifying exigency leave is taken by a worker to engage in certain activities when a spouse, child or parent is on Federal active duty, or has been notified of an impending call to order to active duty in the Armed Services.

Eligibility Criteria For CT Paid Leave

to be eligible for income replacement benefits as a military family member for either Military Caregiver Leave or Qualifying Exigency Leave, you must meet the following criteria:

- Currently employed with a covered employer, or had been employed by a covered employer within the 12 weeks immediately preceding the leave.
- earned at least \$2,325 in the highest earning quarter of the previous four of the five most recently completed quarters (wages from multiple covered employers may be combined and wages include salary and/or hourly pay, vacation pay, holiday pay, tips, commissions, severance pay, or the cash value of any "in kind" services)

Job Protection Eligibility Under CT FMLA
Effective January 1, 2022

Up to 26 weeks of job protected leave are available for Military Caregiver Leave.

- You may be eligible for job protected leave after three months of employment.
- There is no hours worked requirement or minimum earning requirement to qualify for job protection under CT FMLA.

For more information, visit our website at CTpaidleave.org or scan the QR code.



Connecticut Paid Leave

LA LICENCIA PAGADA DE CT PARA FAMILIAS DE MILITARES

La licencia pagada de CT ofrece hasta 12 semanas de beneficios de reemplazo de ingresos por razones de calificación a partir de enero de 2022.





Licencia de cuidador militar

Un trabajador puede tomar la licencia de cuidador militar para cuidar a un miembro cubierto de su familia que está en el ejército y ha sufrido una enfermedad o lesión grave que sucedió en el cumplimiento del servicio activo Federal en las Fuerzas Armadas.



Licencia por exigencia calificada

Un trabajador puede tomar la licencia por exigencia calificada para participar en ciertas actividades cuando un cónyuge, padre, o hijo está en servicio activo Federal o ha sido notificado de una inminente llamada al orden para el servicio activo en las Fuerzas Armadas.

Criterios de elegibilidad para la licencia pagada de CT

Para ser elegible para recibir los beneficios de reemplazo de ingresos como miembro de la familia de un militar, ya sea para una licencia de cuidador militar o una licencia por exigencia calificada, debe cumplir con los siguientes criterios:

- Actualmente empleado por un empleador cubierto o ha sido empleado por un empleador cubierto dentro de las 12 semanas inmediatamente anteriores a la licencia.
- Ganó al menos \$2,325 en el trimestre con mayores ingresos de los cuatro trimestres anteriores de los cinco trimestres completados más recientemente (puede combinar los salarios de varios empleadores y salarios incluyen salario y/o pago por hora, pago de vacaciones, pago de festivos, propinas, comisiones, indemnización por despido, y el valor en efectivo de cualquier servicio "en especie").

Elegibilidad para protección laboral bajo la FMLA de CT
Efectivo a partir del 1 de enero de 2022

Están disponibles hasta 26 semanas de licencia con protección laboral para licencia de cuidador militar.

- Puede ser elegible para una licencia con protección laboral después de 3 meses de empleo.
- No hay un requisito de horas trabajadas o un requisito de ganancia mínima para calificar para una protección laboral bajo la FMLA de CT.

Obtenga más información en CTpaidleave.org o escanee el código QR.



Media Plan Recap

Radio

- 17 English Language Stations
- 8 Spanish Language Stations
- Over 4,000 commercials, plus additional PSA's
 - Ten interviews already completed or confirmed
- Added value banner ads on station websites

Print

- La Voz Hispana (Spanish) – 528k (nearly 15% of state population)
- White Eagle (Polish) - 284k (over 8% of state population)
 - Inquiring News - 55k

Outdoor

- over 5 million impressions per week
- two digital boards rotating at all times
- Coverage in Hartford, New Haven and Fairfield Counties

Transit – Buses

- 12 buses total
- Route covers lower Ffld County from Norwalk to Greenwich
- 5.4 million impressions over 12 weeks

Digital

- Static banner ads, video pre-roll ads, streaming audio ads (Spotify, Bloomberg, iHeart), and CTV/OTT ads
 - Demographically and geographically targeted
 - English and Spanish

MetroNorth

- 23 units, 8 week duration
- Strategically chosen stations will include New Haven, W. Haven, Milford, Stratford, Bpt, East Norwalk, So. Norwalk, Stamford

Events Update

WEZN Halloween Event – distributed information to over 2,500 – Bridgeport, Hartford Healthcare Amphitheater

October 30

Hartford Healthcare Mystic Half Marathon and 10k (expected attendance over 1300) – Mystic

November 14

WPLR Chaz + AJ Toy Drive – New Haven

December 10

November 14

High Hopes Holiday Market (expected attendance over 3k) – Lyme

November 18

The Big Connect with New Haven Chamber of Commerce (expected attendance over 1k) – Connecting with Businesses

Benefit Applications open on December 1



ONLINE

www.ctpaidleave.org

BY PHONE

*Call (877) 499-8606
to file a claim*

FAX

(888) 485-0973

EMAIL

CTPFL@Aflac.com

MAIL

*AFLAC
Administrative Office
PO Box 84077
Columbus GA, 31908-4077*