



Connecticut  
Paid Leave

A decorative background featuring a stylized, repeating pattern of leaves and branches in various shades of blue. The pattern is dense and fills the upper two-thirds of the page.

# About the Paid Leave Authority

# About the CT Paid Leave Authority

The Connecticut Paid Leave Authority is responsible for administering the CT Paid Leave program.

## OUR RESPONSIBILITIES INCLUDE:



OUTREACH &  
ENGAGEMENT



DEVELOP THE  
POLICIES AND  
PROCEDURES  
NEEDED TO RUN  
THE CT PAID  
LEAVE PROGRAM



ESTABLISH THE  
TRUST FUND  
CONTRIBUTION  
RATE & RECEIVE  
CONTRIBUTIONS



APPROVE AND  
AUDIT  
PRIVATE PLANS  
FOR BUSINESSES  
WHO ARE NOT  
PARTICIPATING IN  
THE STATE  
PROGRAM



ADMINISTER  
CLAIMS FOR PAID  
LEAVE BENEFITS

The background of the slide is a solid blue color. In the upper half, there is a decorative pattern of stylized, overlapping leaves or branches in a slightly lighter shade of blue. The leaves are simple, rounded shapes with pointed tips, arranged in a flowing, organic manner.

Covered Workers

# Covered Workers

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## *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 for themselves\*
- Self-employed individuals who choose to opt-in for themselves\*

## *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

### ***Other entities that are exempted as a result of other laws:***

- Railroad workers
- Individuals who are employed by the governments of other state
- Employees of sovereign nations
- Employees engaged in interstate commerce who work in CT but live in another state and thus don't pay income tax in CT
- Spouses of active-duty military members who have opted to continue to pay taxes in their home state instead of where they are currently deployed

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

# Who is NOT covered under CT Paid Leave?

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## *Who is not covered?*

- The federal government
- The State of Connecticut, except as to “covered public employees”
- Municipalities, unless they have “covered public employees”
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# The following are Covered Public Employees:

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- Non-unionized employees of the State of Connecticut
- Unionized employees of the State of Connecticut who collectively bargain to be included in the program
- Employees of municipalities (union and nonunion) **IF** the unionized employees of the municipality collectively bargain to be included
- Employees of local and regional boards of education (union and nonunion) **IF** the unionized employees collectively bargain to be included

"Municipality" means any town, city, borough, school district, regional school district, taxing district, fire district, district department of health, probate district, housing authority, regional work force development board, regional emergency telecommunications center, tourism district, flood commission or authority established by special act or regional council of governments

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Why CT's new paid family and medical leave matters



# CT FMLA

## OLD CT FMLA

## CT FMLA STARTING IN 2022

Applies to employers **with 75 or more employees**

Applies to employers **with one or more employees**

Employees must have worked at least 12 months for the employer  
Worked at least 1,000 hours during the 12 months immediately preceding the date of the leave

Employees must work for three months for the employer

**No hours worked requirement**

**UNPAID UNLESS EMPLOYEE HAS AVAILABLE PTO**

**EMPLOYEES CAN APPLY FOR WAGE REPLACEMENT AT CT PAID LEAVE AUTHORITY**

Job protection after 12 months

Job protection after 3 months

- 16 weeks of leave in a 24-month period
- 26 weeks of leave is available for military caregiver leave

- Up to 12 weeks in a 12-month period for all leave reasons, except:
- 26 weeks of leave is available for military caregiver leave
- an additional 2 weeks of leave may be available for incapacitation during pregnancy

Employer can require employees to use all accrued time for paid time off

Employer can require employees to use accrued time off but **must allow employee to keep up to two weeks of accrued PTO.**

# CTFMLA AND PAID LEAVE ADDS TO WORKER PROTECTIONS

LAWS PROVIDING JOB-PROTECTED LEAVE	LAWS PROVIDING INCOME REPLACEMENT DURING LEAVE
Federal FMLA (applies to employers with 50+ employees)	CT Paid Leave Act (1+ employees working in CT) - Effective 1/1/22 (as to income replacement)
<b>CT FMLA</b> - Before 1/1/22, applies to employers with 75+ employees - <b>Eff. 1/1/22, applies to employers with 1+ employees</b>	Workers' Compensation - for covered on-the-job injuries/illnesses
Workers' Compensation - for covered on-the-job injuries/illness	
Americans with Disabilities Act (15+ employees) - Leave may be a reasonable accommodation	
Pregnancy Disability Act (15+ employees) - Leave may be a reasonable accommodation	
CT Fair Employment Practice Act (3+ employees) - Leave may be a reasonable accommodation	

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# Qualifying Leave Reasons

# Qualifying Reasons to Apply for Leave/Receive Benefits

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## MEDICAL LEAVE

Medical leave is leave taken by a worker to receive treatment for or recover from one's own serious health condition. This includes serving as an organ or bone marrow donor and pregnancy.



## BONDING LEAVE

Bonding is the emotional and physical attachment that occurs between the parent and the child. Bonding leave is taken by a worker not only for the time physically spent with the newborn or newly placed child, but also the time needed to process adoption or foster care placement if applicable.

- Mothers and fathers may take bonding leave
- Bonding leave may be taken anytime during the 12 months after the birth/placement
- Applies to birth, adoption or foster care

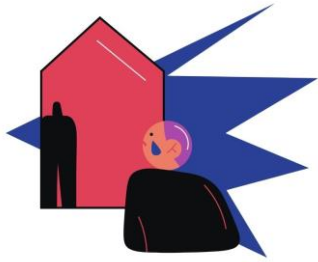


## CAREGIVER LEAVE

Caregiver leave is taken by a worker to provide physical or psychological care or psychological comfort and reassurance for a family member experiencing a serious health condition.

# Qualifying Reasons to Apply for Leave/Receive Benefits

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## FAMILY VIOLENCE LEAVE

Family violence leave can be taken by a worker who is a victim of family violence:

- to seek medical/psychological care or counseling for physical or psychological injury or disability;
- to obtain services from a victim services organization;
- to relocate due to such family violence; or to participate in any civil or criminal proceeding related to or resulting from such family violence.

(Up to 12 days in a calendar year)



## QUALIFYING EXIGENCY LEAVE

Qualifying exigency leave is taken by a worker to engage in certain activities arising from a spouse, child or parent is on federal active duty, or has been notified of an impending call or order to federal active duty in the Armed Forces



## MILITARY CAREGIVER LEAVE

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

## Special Note Regarding CAREGIVER LEAVE

Under the CT laws, an employee can take caregiver leave and receive paid leave benefits 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

# What does “Related by Affinity” Mean?

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*“Any person with whom the employee has a significant personal bond that is like one of the family relationships listed in the statute, regardless of biological or legal relationship.”*

The family relationships listed in the statute are parent, spouse, child, sibling, grandparent, and grandchild.

Example 1: An aunt or uncle who relies on the employee for unpaid care and has maintained as strong and enduring a relationship with the employee as typically seen between individuals and their parents or grandparents.

Example 2: An unmarried, significant other of the employee with whom the employee maintains a familial, spouse-like relationship, despite their lack of legal relationship to each other

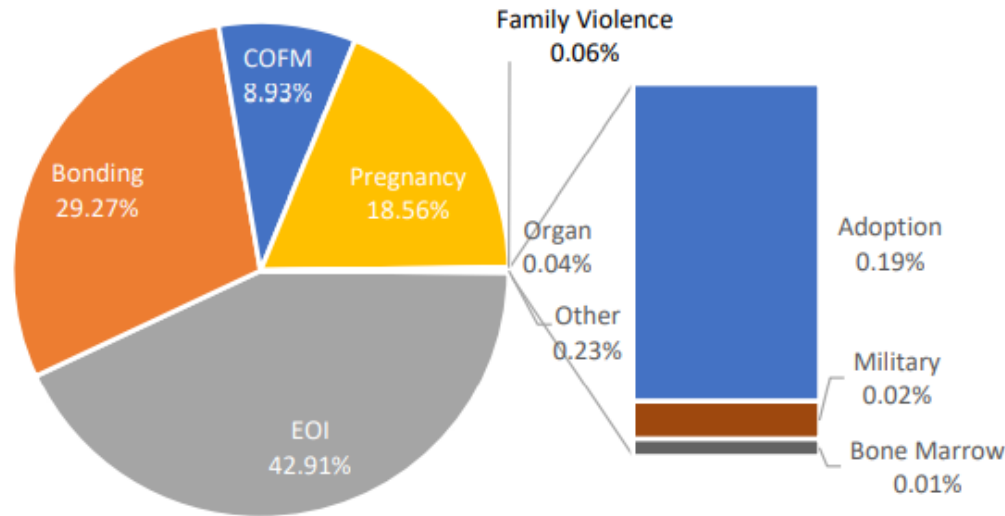
A decorative graphic at the top of the page features a stylized, overlapping pattern of leaves and branches in various shades of blue. The leaves are simple, elongated shapes with pointed tips, and the branches are thick, curved lines that create a sense of movement and growth. The overall effect is a modern, organic design.

# Paid leave Insights



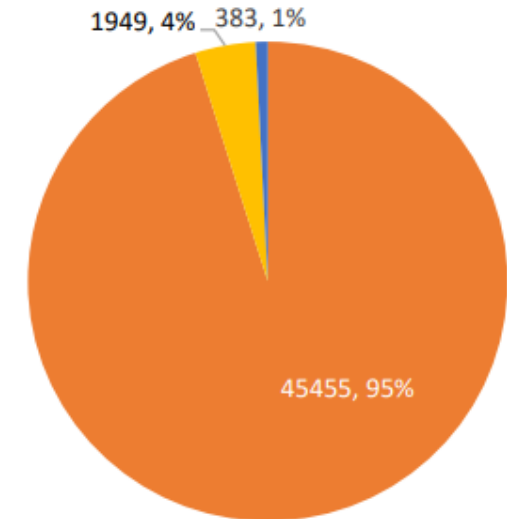
# Approved Insights

Approved to date by Leave Reason



Approved by Type

Continuous Intermittent Reduced Schedule



## ***Average Duration (as of 10/29):***

6.68 Weeks for non-Covid Related Cases

5.83 Weeks for Covid Related Cases

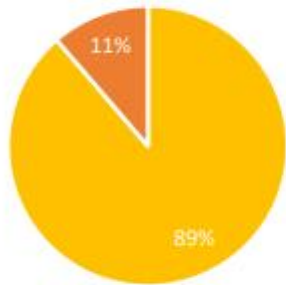
Approved  
Leave  
Types by  
Reason

# Approved Insights

As of November 5, 2022

**361,195** payments released  
to **37,789** unique employees  
covering **2,134,819** total days paid  
for a total gross of **\$207,669,872**

Payment Types



■ ACH ■ Debit Card

**Of benefits paid for leaves of a week or longer:**

- 51.4% were paid the max weekly benefit
- 32.6% were paid < max but 95% + 60% wages >AWW
- 16.0% were paid 95% of their AWW

Average Daily Amount

- \*\$99.08

\*New max became \$840 as cases with >=July 1 start dates are paid





**Additional Resources**



[CTPAIDLEAVE.ORG](http://CTPAIDLEAVE.ORG)

# CT Paid Leave Information Resources



**Connecticut Paid Leave**  
EMPLOYEE UPDATE  
11.1.2020

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:

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

\*Unpaid 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, sick, commission, severance pay and the cash value of any "split" 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.

The benefit rate is capped at 60 times the CT minimum wage.

**For reference:**

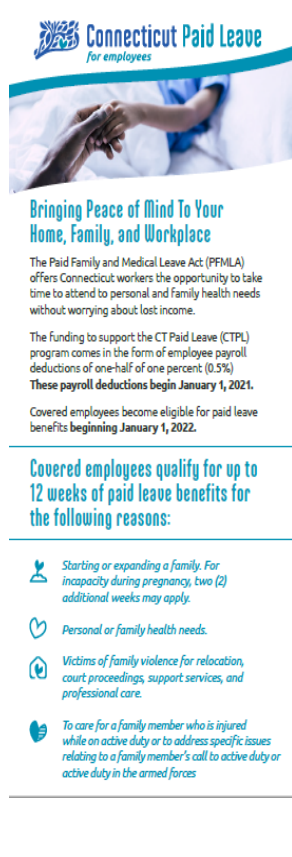
- CT minimum wage multiplied by 40 will be equal to \$520 weekly in January 2022, increasing to \$560 on July 1, 2022, and \$600 on June 1, 2023.
- CT minimum wage multiplied by 60 will be equal to \$780 weekly in January 2022, increasing to \$840 on July 1, 2022, and \$900 on June 1, 2023.

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

For more information, please contact the Connecticut Department of Labor (860) 341-3826 or visit [www.ctdol.state.ct.us](http://www.ctdol.state.ct.us)

For updates on the CT Paid Leave program, please visit the Paid Family and Medical Leave Resource Authority website at [www.ctpaidleave.org](http://www.ctpaidleave.org).

[Employee Rights Poster](#)



**Connecticut Paid Leave**  
for employees

**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](#)



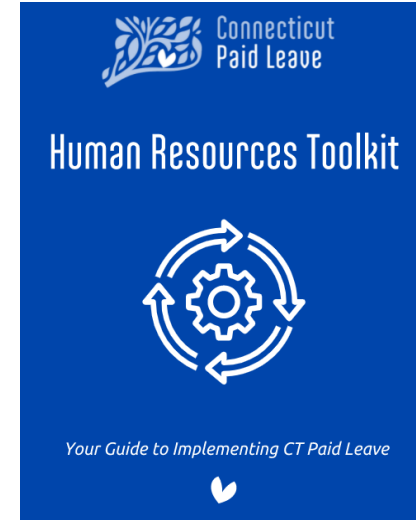
Cura Home Care Services  
Stamford, CT

2021

**Employer Toolkit**

Connecticut Paid Leave

[Employer Toolkit](#)

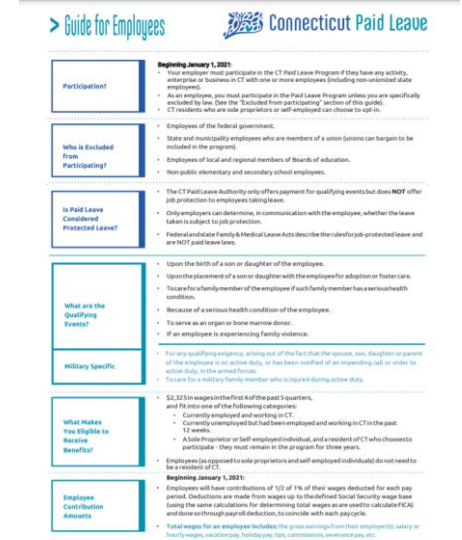


**Connecticut Paid Leave**

**Human Resources Toolkit**

Your Guide to Implementing CT Paid Leave

[Human Resources Toolkit](#)



**Guide for Employees**

**Connecticut Paid Leave**

**Beginning January 1, 2021:**

- You must participate in the CT Paid Leave Program if you have any activity, enterprise or business in CT with one or more employees (including non-unionized state employees).
- All employees who must participate in the Paid Leave Program unless you are specifically excluded by law. (See the "Excluded from participation" section of this guide.)
- CT residents who are self-employed or self-employed can choose to opt-in.

**Participation?**

- Employees of the federal government.
- Employees of the federal government.
- State and municipal employees who are members of a union (unions can bargain to be included in the program).
- Employees of local and regional members of Boards of Education.
- Non-public elementary and secondary school employees.

**Who is Excluded From Participation?**

- 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 communication 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?**

- 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?**

- For any qualifying employee, 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 military family member who is injured during active duty.

**Military Specific:**

- \$4,320 in wages in the first 60 days of the past 12 months, and fit into one of the following categories:
  - Currently employed and working in CT.
  - Currently unemployed but had been employed and working in CT in the past 12 weeks.
  - A Self-Proprietor or Self-employed individual, and a resident of CT who chooses to participate - they must remain in the program for three years.

**What Makes You Eligible to Receive Benefits?**

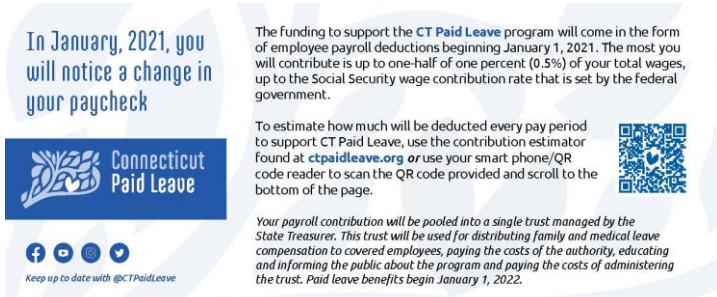
- Employees (as opposed to sole proprietors and self-employed individuals) do not need to be a resident of CT.

**Beginning January 1, 2021:**

- 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 Federal Social Security wage base using the same calculation for determining total wages as are used for calculating FICA and done so through payroll deduction, to coincide with each pay cycle.
- Total wages for an employee includes the gross non-regular rate, employer-provided salary or hourly rate, vacation pay, holiday pay, tips, commission, severance pay, etc.

**Employee Contribution Amounts**

[Employee Fact Sheet](#)



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

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](http://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.

Connecticut Paid Leave

Keep up to date with @CTPaidLeave

[Employee Paycheck Mailer](#)



Thank you!

Questions? We're here to help.

- How to Reach Us
  - Contact Us portal at [www.ctpaidleave.org](http://www.ctpaidleave.org)
- Helpful Resources
  - Frequently Asked Questions
  - Helpful Videos





**Andrea Barton Reeves**

**Inaugural CEO of the Paid Family and  
Medical Leave Insurance Authority  
(CT Paid Leave)**

## ***Appointed on January 23, 2020***

*Former President and CEO of Harc, Inc. — supporting people with intellectual and related disabilities and their families.*

*Ten- year career at Chubb Insurance in Operations, leading large-scale implementations*

### ***Community Leadership:***

- Immediate Past President of the Connecticut Bar Foundation*
- Former Board member of Connecticut Community Nonprofit Alliance*
- Current Board Chair, YWCA -Hartford Region*

### ***Recognitions:***

- Hartford Business Journal's 'Forty Under Forty, and Five New Leaders to Watch'*
- 100 Women of Color - Class of 2020*
- 100 Most Influential Blacks in Connecticut – 2021 (CT NAACP)*
- Power 25 – Most Impactful Professionals in Healthcare – 2021 (Hartford Business Journal)*

### ***Education:***

- Bachelor of Arts, English, Rutgers University*
- Juris Doctorate, New York Law School*
- Currently enrolled in Yale Divinity School as a Social Justice Merit Scholar*

# Advice I Wish I Gave My Younger Self

- Take chances – lots of them. Life is meant to be lived fully.
- Feel the fear and do it anyway. Your fear is not a measure of your ability to succeed.
- Do not be afraid to ask for help. You have more people in your corner than you think.





Connecticut  
Paid Leave

[CTPAIDLEAVE.ORG](https://CTPAIDLEAVE.ORG)