

Update on



Connecticut Paid Leave

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AGENDA

- What Is CTPL? (& What is FMLA?)
- What Are the Qualifying Reasons for benefits?
- CT Paid Leave Program Statistics
- How To Be a CTPL Ambassador



What Is CTPL?

What is CTPL?

CTPL provides income-replacement during certain qualifying family and health leaves

- CTPL stands for CT Paid Leave
- The CT Paid Leave Act is a Connecticut law that:
 - Creates a **source of income-replacement benefits** for eligible employees who cannot work for the same reasons as FMLA
 - It **does not provide job-protected leave.**
- Individuals who work for covered employers contribute .5% of their wages to the CT Paid Leave Trust, which funds the benefits

What is FMLA?

FMLA provides job-protected leave for certain qualifying family and health conditions

- FMLA stands for Family and Medical Leave Act
 - There is a **federal FMLA & a CT FMLA**. Both have been around since the 1990's.
 - Both laws allow eligible employees to take **job-protected time away from work** for certain family and medical reasons.
 - **Leave taken under FMLA is unpaid**. Employers may adopt policies to provide for income replacement during the leave, but they are not required to.
 - Some employers provide paid leave to their employees (example: continuing to pay employees their regular pay while they are out on parental leave)
 - Many employers require or permit employees to use their earned accruals (sick leave, vacation leave, other PTO) while they are out on leave
- The CT FMLA covers more workers than federal FMLA

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 frame. Below the pattern, the text "What Are the Qualifying Reasons?" is centered in a white, bold, sans-serif font.

What Are the Qualifying Reasons?

Qualifying Reasons to Apply for Leave/Receive Benefits



MEDICAL LEAVE

Medical leave is leave taken by a worker to receive treatment for or recover from their 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.

- Both parents may take bonding leave
- Bonding leave may be taken any time during the 12 months after the birth/placement
- Applies to birth, adoption or foster care

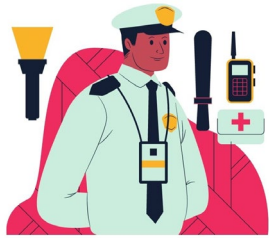


CAREGIVER LEAVE

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.

CT laws have a broad definition of family

Qualifying Reasons to Apply for Leave/Receive Benefits



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 duty on active duty in the Armed Forces.



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 covered active duty in the Armed Services.



FAMILY VIOLENCE LEAVE ACT

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

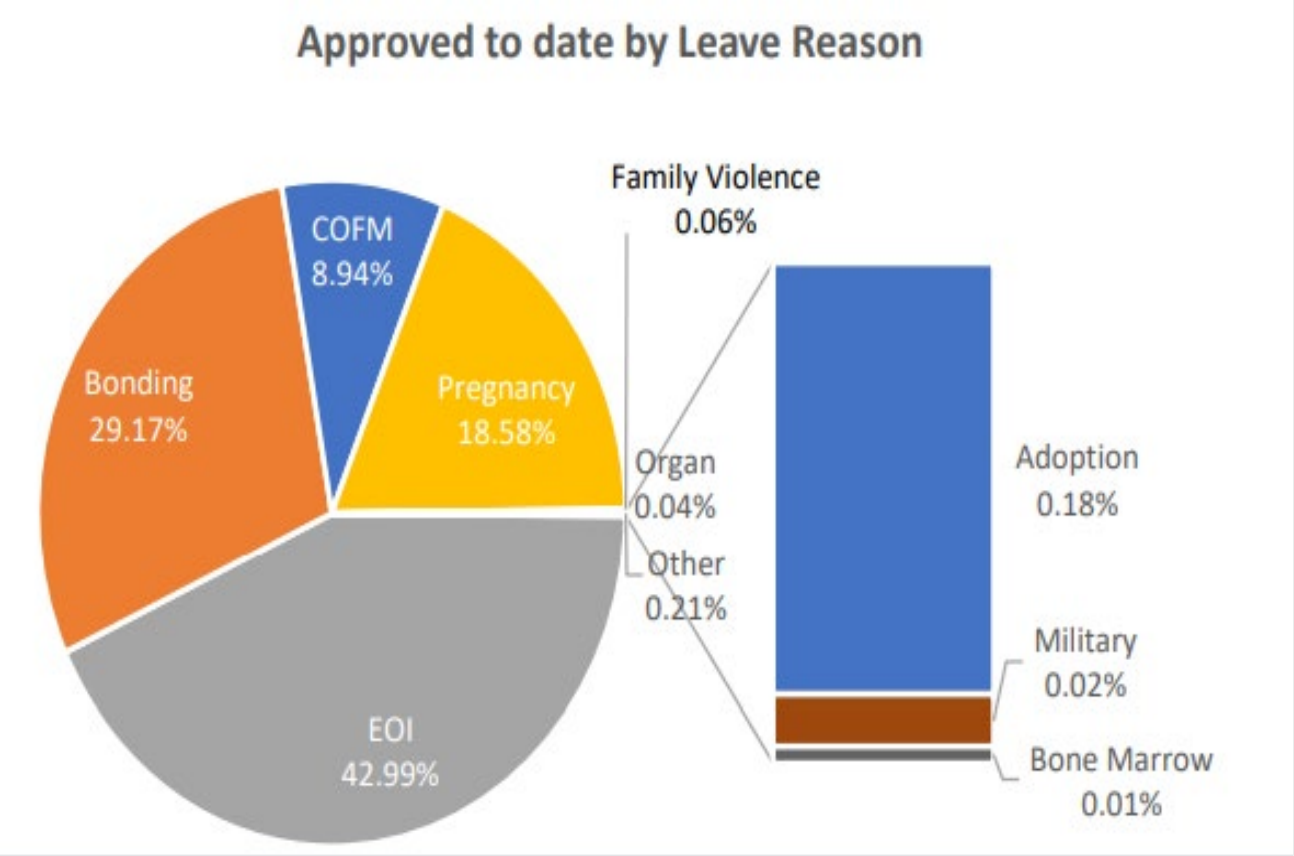
- to seek medical/psychological care or counseling for physical or psychological injury or disability;
- to obtain services from a victim services organization;
- to relocate due to such family violence; or
- to participate in any civil or criminal proceeding related to or resulting from such family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

(Up to 12 days in a calendar year)

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CT Paid Leave Program Statistics

Claims



425,782 payments released

to **43,683** unique employees

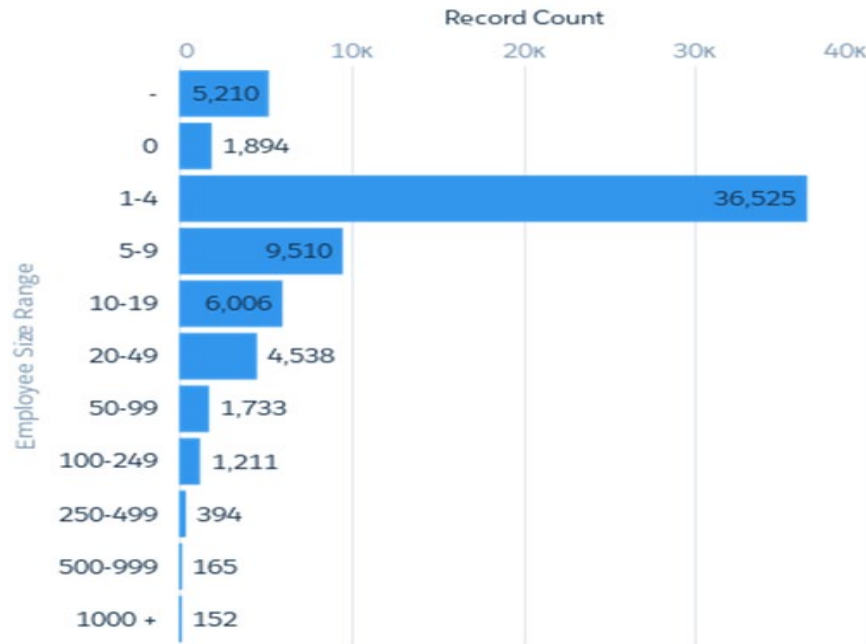
covering **2,507,107** total days paid

for a total gross of **\$244,516,760**

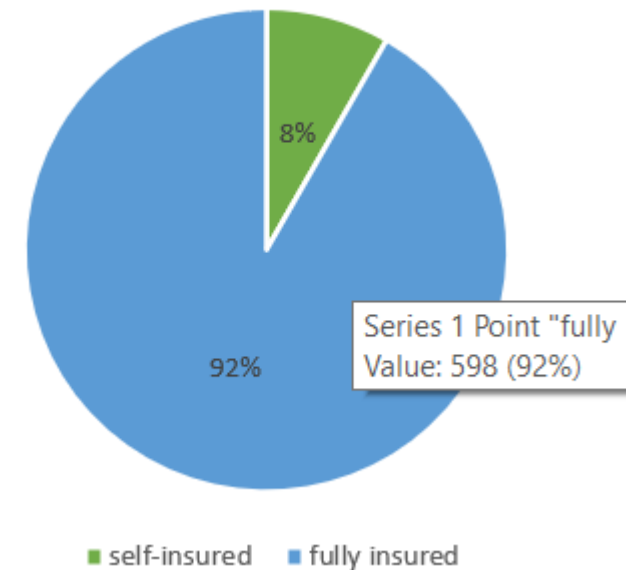
Employer Stats

- 142,961 Employers + Sole Props Registered
- 652 employers with approved private plans

Employers Registered - Employee Size (Portal Registrations)



Private Plan Breakdown



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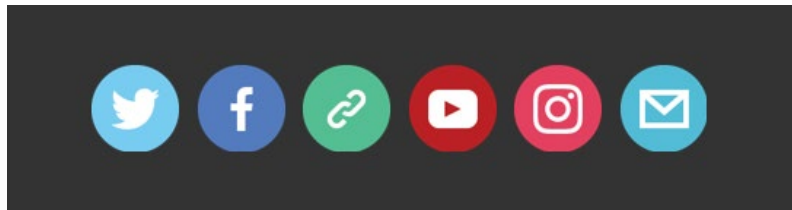
How to be a CTPPL Ambassador

Consider how the CTPL reasons intersect with the services you provide & the populations you serve

- Are you helping military families during deployments?
- Do you provide services to individuals impacted by family violence?
- Do you support foster families?
- Are you assisting individuals with disabilities who are entering the workforce?
- Do you provide access to or information about mental health services?
- Are you trying to encourage people to become bone marrow donors?
- Do you offer caregiver support programs?
- Are you a health care provider? A social worker? A resources officer?

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