



# 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 employers\* with **one or more** employees are covered under the CTPL program.

Covered employees are eligible for CTPL program benefits if they have:

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

*\*Unionized 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, tips, commissions, severance pay and the cash value of any "in-kind" 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.

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### 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.*

## Qualifying Reasons for Leave

*Covered employees may receive up to 12 weeks of paid leave benefits in a 12-month period, with certain exceptions.*

### Starting or Expanding a Family

To bond with a new child — by birth, adoption, or foster placement. For serious health conditions resulting in incapacitation during pregnancy, covered employees may qualify for two (2) additional weeks of paid leave benefits.

### Personal or Family Health Needs

To address a serious personal or family health condition. Those serving as an organ or bone marrow donor may also be eligible to receive CTPL benefits.

### Impact of Family Violence

Employees impacted by family violence may be eligible to receive CTPL benefits to seek medical or psychological care, to seek care from a victim services organization, to relocate, or to participate in any civil or criminal proceeding relating to family violence. Benefits for these reasons are limited to 12 days.

### Military Specific

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.

## Download the Factsheet

For more employee resources on CT Paid Leave, access the Employee Factsheet at [www.ctpaidleave.org](http://www.ctpaidleave.org) or scan the code below.



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