

# CONNECTICUT

## PAID LEAVE (CTPL) FACT SHEET



<b>Effective Date</b>	The program became effective on January 1, 2022.		
<b>Employee Eligibility</b>	<p>Have earned at least \$2,325 during their highest-earning quarter within the base period and meet one of the following:</p> <ul style="list-style-type: none"> <li>• Are currently employed and working in the state of CT;</li> <li>• Have been employed and working in CT in the previous 12 weeks; or</li> <li>• Are self-employed or sole proprietors who opted into the program.</li> </ul>		
<b>Covered Employers</b>	All private employers, except for nonpublic elementary or secondary schools. Public employers are generally excluded, except for covered public employees.		
<b>Contribution Rates &amp; Funding</b>	<p><b>Employee contribution:</b> 0.5%* of an employee's wages up to the 2022 Social Security wage cap of \$147,000.</p> <p><b>Employer contribution:</b> Optional. An employer may elect to pay all, part, or none of the employee amount.</p> <p>*Contribution rates as required under the state's plan. Rates may differ under a private plan but may not exceed the contribution under the state plan.</p>		
<b>Reasons for Leave</b>	<p><b>Paid Medical Leave (PML):</b></p> <ul style="list-style-type: none"> <li>• Employee's own serious health condition.</li> </ul>	<p><b>Paid Family Leave (PFL):</b></p> <ul style="list-style-type: none"> <li>• Bonding with newly born child, or adopted or foster child; care of a family member with a serious health condition; military exigency or care of a covered service member; to serve as an organ or bone marrow donor.</li> </ul>	<p><b>Safe Leave:</b></p> <ul style="list-style-type: none"> <li>• Reasons covered under <a href="#">Connecticut's domestic violence leave law</a>.</li> </ul>
<b>Weekly Benefits</b>	<ul style="list-style-type: none"> <li>• Employees with an average weekly wage that is 40 times the minimum fair wage will receive 95% of their base week earnings; capped at 40 times the state's minimum wage.</li> <li>• Employees with an average weekly wage greater than 40 times the minimum wage will receive the underlying 95% plus an additional 60% of their base weekly earnings above that amount.</li> </ul> <p>The maximum weekly benefit will be \$780 at the launch of the program and will increase on July 1, 2022. Total benefits are capped at 60 times the minimum wage and will increase incrementally until 2023.</p> <ul style="list-style-type: none"> <li>• <b>January 1, 2022:</b> Cap will be \$780 weekly, based on a \$13 minimum fair wage</li> <li>• <b>July 1, 2022:</b> Cap will increase to \$840 weekly, based on a \$14 minimum fair wage</li> <li>• <b>June 1, 2023:</b> Cap will increase again to \$900 weekly, based on a \$15 minimum fair wage</li> </ul>		
<b>Timing of Benefits</b>	Begins on the first day of leave. There is a 0-day waiting period for this program.		
<b>Maximum Leave Benefit</b>	Up to 12 weeks of CTPL benefits over a 12-month period. The program also provides two (2) additional weeks of benefits for a serious health condition that results in incapacitation during pregnancy.		
<b>Voluntary Plan</b>	Employers can utilize the state-run program or apply to the CT Paid Leave Authority for approval to meet their obligations through a private plan. To be approved, a private plan must provide all of the same rights, protections, and benefits outlined in the CTPL law.		
<b>Interacting with Other Laws</b>	<p>An employer may require their employees (or may allow their employees to choose) to use their accrued paid time off concurrently with CTPL, provided that the total compensation received by the employee does not exceed the employee's regular rate of compensation.</p> <p>The CT FMLA statute also states that an employer may require an employee to use accrued vacation time while they are out of work on CT FMLA leave (whether or not the employee seeks benefits from the CT Paid Leave Authority), provided that the employer allows the employee to retain at least two weeks of vacation leave or equivalent paid time off.</p>		
<b>Additional Resources</b>	For more information, visit the <a href="#">CT Paid Leave Authority</a> where you can find a <a href="#">fact sheet</a> , <a href="#">toolkit</a> , <a href="#">poster</a> , and more.		