

## Participation?

### Beginning January 1, 2021:

- Employers who have one or more employees must participate by withholding a percentage of employee wages to be contributed to the Paid Leave Authority Trust Fund.
- Sole Proprietors and self-employed individuals can opt-in. If they opt-in they:
  - Must remain in the program for a minimum of three years.
  - Will automatically be re-enrolled each year afterward unless they submit in writing to the CT Paid Leave Authority at least thirty days prior to the expiration of the initial enrollment or subsequent reenrollment period.

## Opt-Out Provision?

- If employers offer a private Paid Family and Medical plan, they may apply to the CT Paid Leave Authority for an exemption from the program. If the private program:
  - Is found to be comparable to CT's, and
  - A majority of the employer's employees have agreed to the plan.
- The employers may receive from the CT Paid Leave Authority an exemption from participating in the public program.

## Is Paid Leave Considered Protected Leave?

- The Paid Leave Authority only offers payment for qualifying events but does **NOT** offer job protection to employees taking leave.
- Only employers can determine, in communication with the employee, 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.

## What are the Qualifying Events?

- 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, they can apply to take up to **12 days of leave**.

## Military Specific

- For any qualifying exigency, 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.

## Requirements to be a "Covered" Employee

- \$2,325 in wages in the first 4 of the past 5 quarters, 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 Sole Proprietor or Self-employed individual, and a resident of CT who chooses to participate - they must remain in the program for three years.
- Employees (as opposed to sole proprietors and self-employed individuals) do not need to be a resident of CT.
- Employees for whom an employer is paying CT unemployment insurance and CT payroll taxes are considered to be working in CT.

## Employee Contribution Amounts

### Beginning January 1, 2021:

- Employees will have contributions of 1/2 of 1% deducted from their total wages up to the defined Social Security wage base (using the same calculations for determining total wages as are used to calculate FICA) and done so through payroll deduction, to coincide with each pay cycle.
- **Total wages for an employee includes:** the gross earnings from their employer(s): salary or hourly wages, vacation pay, holiday pay, tips, commissions, severance pay, etc.

## Submitting Contributions

- Contributions will be submitted by the employer to the CT Paid Leave Authority on a quarterly basis.
- Funds are held in the CT Family and Medical Leave Insurance Trust Fund.

## Employee Benefit Calculation

- The benefit amount is calculated by:
  1. Determining which two quarters in the first 4 of the past 5 quarters where the individual earned the highest total wages.
  2. Dividing the total wages earned in those two quarters by 26 (rounded to the next lower dollar).

## Employee Paid Leave Benefits

### Beginning January 1, 2022:

- The CT Paid Leave Authority can pay up to 12 weeks of benefits in connection with the approved reasons for leave. Or, if they are pregnant or given birth, and their healthcare provider determines they may need a bit more time for recovery, they can apply for an extra 2 weeks of leave.
- Weekly compensation shall be equal to 95% of the covered employee's base weekly earnings up to an amount equal to 40x the minimum wage, 60% of that covered employee's base weekly earnings above an amount equal to 40x the minimum wage.
  - Amount will adjust as the minimum wage adjusts.
  - The total weekly compensation **will not exceed** an amount equal to 60X the minimum wage.

**Example:** A full-time worker earning \$20/hr and working 40 hrs/wk would have base weekly earnings of \$800.00.

In June of 2023, once the minimum wage is fully phased in, they would be eligible to receive 95% of their first \$600.00 in earnings (\$570.00), plus 60% of their next \$200 in earnings (\$120.00), for a total of \$690.00 in weekly compensation.

*(For purposes of illustration, this example does not consider the impact of payroll deductions on the wages.)*

- Compensation shall be available on a prorated basis for workers taking leave in increments of less than 1 full week.
- Individuals may receive compensation for non-consecutive hours of leave.
- Leave can be taken in the following formats:
  - Block leave — several days in a row for the same qualifying reason.
  - Reduced schedule — adjustment of working hours less than the routine schedule.
  - Intermittent leave — may use time in at least 15-minute increments for example: doctor's appointments, physical therapy, chronic migraines, etc.

## Wage Replacement Conditions

Covered employees may receive compensation from the CT Paid Leave Authority at the same time as receiving benefits from their employer, although the total amount of the combined compensation cannot exceed 100% of their regular rate of compensation.

Covered employees may not receive PFML compensation at the same time they are receiving Unemployment Compensation, Worker's Compensation, or any of other state or federal benefit that provides wage replacement.

## Contact Us

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- Click on the "Contact Us" link.
- Complete the form and submit.
- You will receive an email confirmation that your submission was received, and then will receive a response within 2 **business days**.

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