

CT PFMLA

FAQs



The Paid Family Medical and Leave Act

WHO IS ELIGIBLE FOR THE PROGRAM?

The Connecticut Paid Leave (CTPL) program covers eligible employers with one or more employees and is accessible to all employees who have met certain earned-wage thresholds. Those who are self-employed or are sole proprietors are eligible to opt-in to the program.

WHO IS ELIGIBLE FOR BENEFITS?

Covered employees in Connecticut are eligible for benefits under the CT Paid Leave program if they have earned wages from a covered employer of at least \$2,325 in the highest quarter of the first four of the five most recently completed quarters, and they are either currently employed by a covered employer, or have been employed by a covered employer within the last 12 weeks, or a self-employed person or a sole proprietor who is a Connecticut resident and has enrolled in the program.

WHAT ARE THE QUALIFYING CIRCUMSTANCES?

- Starting or expanding their family
- Care for themselves or a loved one for a serious health condition
- Bone marrow or organ donation
- Care of a service member with a serious injury

HOW LONG IS PAID LEAVE?

You are entitled to up to twelve (12) weeks of paid leave benefits. In the event you experience a serious health condition resulting in incapacitation that occurs during a pregnancy, you may qualify for an additional two (2) weeks of paid leave benefits under the CTPL program.

Paid leave benefits may be received for time off taken as consecutive days and weeks, but may also be received for time off taken intermittently in certain circumstances.

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HOW MUCH ARE EMPLOYEES PAID?

A covered employee's benefit rate will be calculated in the following ways:

- If the wages are less than or equal to the Connecticut minimum wage multiplied by 40, the weekly benefit rate under the PFMLA will be 95% of their average weekly wage. (Note: 40 times the minimum wage will be equal to \$560 on July 1, 2022, and \$600 on June 1, 2023.
- If the wages exceed the Connecticut minimum wage multiplied by 40, the weekly benefit rate will be 95% of the Connecticut minimum wage multiplied by 40 plus 60% of the amount the average weekly wage exceeds the Connecticut minimum wage multiplied by 40. The benefit rate is capped at 60 times the Connecticut minimum wage. (Note: 60 times the minimum wage will be equal to \$840 on July 1, 2022, and \$900 on June 1, 2023.

IS CT PFML CONSIDERED STD AND/OR FMLA?

CT PFML should not be confused with Short Term Disability or FMLA or any Employer sponsored leave.

Connecticut State Paid Medical Leave is typically considered an Other Income Benefit to a group STD policy. Therefore, any benefits that are payable under the Connecticut State Paid Family Medical Leave plan would reduce the amount of any STD benefits payable. Subject to the terms and conditions of the policy.

Talk to the CBIA sales team to learn more about a policy provision that can be incorporated into your STD program to help complement the CT Paid Family Leave or to get a quote for a private PFML plan.

Comprehensive information on CT's Paid Family Leave Program (FAQ's, payment estimator, application) can be found at <https://ctpaidleave.org/>