



Connecticut Paid Leave

for employees



Bringing Peace of Mind To Your Home, Family, and Workplace

The Paid Family and Medical Leave Act (PFMLA) offers Connecticut workers the opportunity to take time to attend to personal and family health needs without worrying about lost income.

The funding to support the CT Paid Leave (CTPL) program comes in the form of employee payroll deductions of one-half of one percent (0.5%)

These payroll deductions begin January 1, 2021.

Covered employees become eligible for paid leave benefits **beginning January 1, 2022.**

Covered employees qualify for up to 12 weeks of paid leave benefits for the following reasons:



Starting or expanding a family. For incapacity during pregnancy, two (2) additional weeks may apply.



Personal or family health needs.



Victims of family violence for relocation, court proceedings, support services, and professional care.



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



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 currently employed. **(OR)** Have been unemployed 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 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.



For more employee resources on CT Paid Leave, access the Employee Factsheet at

www.ctpaidleave.org or scan the code to the left.

Connecticut Paid Leave Authority

450 Columbus Blvd | Suite 1501 | Hartford CT 06103

CTPaidLeave.org

