

KNOW THE FACTS: PAID FAMILY & MEDICAL LEAVE

In 2019, Connecticut passed P.A. 19-25: *An Act Concerning Paid Family and Medical Leave*, a statewide paid family and medical leave insurance program.

Most workers began to pay into the state's paid leave fund in January 2021. Applications to apply for paid leave began in December 2021. As of **January 1, 2022** eligible workers who need to take time off to care for themselves or a loved one, or welcome a new child will receive job protected, paid leave benefits.

What you need to know: CT Paid Leave vs. FMLA

P.A. 19-25 made two important changes to accessing time off from work in Connecticut:

- First, the law established the CT Paid Leave program administered by the CT Paid Leave Authority, which provides up to 12 weeks of **paid leave** benefits to eligible workers who need to take time off for any of the reasons listed below.
- Second, P.A. 19-25 expanded Connecticut's Family and Medical Leave Act (FMLA) to provide up to 12 weeks of **job protected** leave to eligible workers, regardless of the size of their employer, who need to take time off for any of the reasons listed below. The state's Department of Labor administers FMLA and handles paid leave appeals.

Bottom line: CT Paid Leave provides benefit payments, while CT FMLA protects your job while you are out on leave.

Know Your Rights: The Basics of Paid Family and Medical Leave

- P.A. 19-25 provides up to 12 weeks of paid family and medical leave in a twelve month period. You may also be eligible for an extra 2 weeks of leave if you are experiencing serious complications due to pregnancy.
- Under the law, you can use paid family and medical leave if:
 - You are expanding or starting your family through birth, adoption or foster care
 - You are caring for a family member* with a serious health condition
 - You are caring for a family member* who became injured during active duty in the military or are addressing specific qualifying exigencies connected with a family member's overseas service in the armed forces
 - You are recovering from or dealing with your own serious health condition, including serving as an organ or bone marrow donor
 - You are impacted by family violence and need to seek medical or psychological care, care from a victim services organization, relocate, or participate in any civil or criminal proceeding relating to family violence

* Family member means a spouse, sibling, daughter or son, grandparent, grandchild, or parent; or an individual related to the employee by blood or affinity, and whose close association with the employee shows to be the equivalent of those family relationships.

- **You are eligible for paid family and medical leave if:**
 - You have earned at least \$2325 in the first 4 of the past 5 quarters
 - You are currently employed and working in Connecticut
 - You are currently unemployed but had been working in Connecticut in the past 12 weeks
 - You are self-employed or a sole proprietor and a resident of Connecticut who opts into the program
 - [Click here to see if you are eligible for paid leave benefits](#)
- You are eligible for job protected leave under FMLA if you work at an employer of one or more employees and have worked there for at least 3 months.
- **You may be eligible for both CT Paid Leave and FMLA and can utilize both at the same time, but you must apply to each program separately.** The Department of Labor administers FMLA and to check your eligibility and apply, you should talk with your employer. [Click here for more information.](#)
- While you are out on paid family and medical leave, you will receive a percentage of your weekly earnings. To estimate your weekly benefit, [click here.](#)
- If your employer already provides some type of paid leave, they may require or allow you to use any of that time before using the state's program, as long as you retain at least 2 weeks of that type of leave, such as PTO or sick time.
- If you receive time off through your employer that is less than your regular pay, you can apply for paid leave benefits but they will be reduced to ensure you do not receive more than 100% of your regular earnings.

How to file a claim:

For more information and to file a claim, visit the CT Paid Leave Authority's website [here](#) or follow this link to watch a quick [step by step tutorial](#). Claims can be submitted online, or via phone, email, fax or mail. Information from your employer will be requested to confirm eligibility and determine how much payment you will receive.

Learn More:

- [Campaign for Paid Family Leave: FAQ](#)
- [CT Paid Leave Authority: Employee Resources](#)
- [CT Paid Leave Authority: File a Claim](#)
- [Department of Labor: Webinar on Changes to FMLA](#)
- [Department of Labor: New FMLA Guidance](#)