



Connecticut Paid Family and Medical Leave (CT PFML)

2023 vs 2022 benefit provision comparison

Calendar Year	2023	2022
State combined rate	0.50% of employee's weekly wages, up to annual maximum	0.50% of employee's weekly wages, up to annual maximum
Employee maximum contribution rates	0.50% of employee's wages, up to the social security income limit	0.50% of employee's wages, up to the social security income limit
Maximum employee annual contribution	\$801	\$735
Social security income limit	\$160,200	\$147,000
Benefit percentage	95% of the employee's wages that are less than or equal to 40 times the state minimum wage, plus 60% of the portion of the employee's wages that are greater than 40 times the state minimum wage.	95% of the employee's wages that are less than or equal to 40 times the state minimum wage, plus 60% of the portion of the employee's wages that are greater than 40 times the state minimum wage.
Maximum weekly benefit (60 times state minimum wage)	\$840 (1/1/23 to 5/31/23) \$900 (6/1/23 to 12/31/23)	\$780 (1/1/22 to 6/30/22) \$840 (7/1/22 to 12/31/22)
Connecticut state minimum wage*	\$14.00 (1/1/23 to 5/31/23) \$15.00 (6/1/23 to 12/31/23)	\$13.00 (1/1/22 to 6/30/22) \$14.00 (7/22 to 12/21/22)
Employee eligibility earning requirement	Employee must work in CT, be employed for 3 months prior to a leave request, and have earned a minimum of \$2,325 in the highest earning quarter of the first four (4) of the five (5) most recently completed quarters, prior to the start of a leave.	Employee must work in CT, be employed for 3 months prior to a leave request, and have earned a minimum of \$2,325 in the highest earning quarter of the first four (4) of the five (5) most recently completed quarters, prior to the start of a leave

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This document presents a brief overview of the Connecticut PFML law. The law and its implementing regulations, as well as the PFML policy documents issued to covered employers, will govern the actual administration of the PFML benefits and control in case of any conflict in or absence of information. This is not intended as legal advice. Please consult with appropriate professionals for legal, compliance and tax advice.

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