



Connecticut Paid Family and Medical Leave (CT PFML) Benefit Provisions – 2023

Employee eligibility for benefits

An employee becomes eligible for CT PFML benefits if:

- They currently work in Connecticut
- Have been employed for at least three months
- Has earned at least \$2,325 in wages in the highest-earning quarter of the first four of the five month recently completed quarters (base period).

These eligibility parameters include employees who worked in Connecticut in the past 12 weeks.

Covered employers

All private employers with one employee or more working in Connecticut are considered to be "covered employers" under CT Family and Medical Leave Act (CT FMLA).

Employers not covered under the law include:

- The federal government
- The state, a municipality, and local or regional boards of education, except to the extent their employees are "covered public employees"
- Non-public elementary or secondary schools

Reasons for leave

Family leave

- Bonding after birth, adoption, or foster placement of a new child within the first year
- Care of a family member with a serious health condition
- Qualifying military exigency
- Care for a covered family member (spouse, child, parent or next of kin) injured during active duty
- To serve as an organ or bone marrow donor
- Family violence related issues

Medical leave

- Employee's own serious health condition

Covered relationships

Covered family members include spouses, siblings, sons or daughters, grandparents, grandchildren, parents, or any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

Funding

May be shared between the employee and the employer, but an employee cannot be expected to pay more than the state allowable maximum contribution rates.

- 100% employee- paid
- Under private plan, an employer may choose to pay more or all of the employee's share. However, any remaining difference in premium due becomes the obligation of the employer.

Maximum employee contribution	<p>Based on the current state rate of 0.50% of employee's wages, the maximum employee contribution for 2023 is:</p> <ul style="list-style-type: none"> 0.50% of employee's wages up to the Social Security wage cap, for an annual maximum employee contribution of \$801. 		
Taxable wage gaps for contributions	\$160,200, subject to change annually		
Job protection	Included for eligible employees under CT FMLA.		
Benefit amount	<p>Will vary based on based on an employee's average weekly wages (AWW).</p> <ul style="list-style-type: none"> 95% of employee's base weekly earnings that is equal to or less than 40 times the state minimum wage, and 60% of the portion of the employee's base weekly earnings that is more than 40 times the state minimum wage, up to the maximum weekly benefit. <p>Maximum weekly benefit will be 60 times the state minimum wage. For 2023, the maximum weekly benefit is \$840 through 05/31/23 and \$900 effective 6/1/23 or later</p>		
Maximum leave per benefit year	<table border="0"> <tr> <td style="vertical-align: top;"> <p>Family leave:</p> <ul style="list-style-type: none"> Bonding after birth, adoption, or foster placement of a child – up to 12 weeks Care of a family member with a serious health condition – up to 12 weeks Qualifying military exigency – up to 12 weeks Care of a covered family member injured during active duty – up to 12 weeks Organ or bone marrow donor – up to 12 weeks Family violence related issues – up to 12 days </td> <td style="vertical-align: top; padding-left: 20px;"> <p>Medical leave:</p> <ul style="list-style-type: none"> Employee's own serious health condition – up to 12 weeks (plus two weeks for incapacitation during pregnancy) </td> </tr> </table> <p>Total combined CT PFML - 14 weeks within a benefit year (when the additional two weeks for incapacitation during pregnancy are applicable)</p>	<p>Family leave:</p> <ul style="list-style-type: none"> Bonding after birth, adoption, or foster placement of a child – up to 12 weeks Care of a family member with a serious health condition – up to 12 weeks Qualifying military exigency – up to 12 weeks Care of a covered family member injured during active duty – up to 12 weeks Organ or bone marrow donor – up to 12 weeks Family violence related issues – up to 12 days 	<p>Medical leave:</p> <ul style="list-style-type: none"> Employee's own serious health condition – up to 12 weeks (plus two weeks for incapacitation during pregnancy)
<p>Family leave:</p> <ul style="list-style-type: none"> Bonding after birth, adoption, or foster placement of a child – up to 12 weeks Care of a family member with a serious health condition – up to 12 weeks Qualifying military exigency – up to 12 weeks Care of a covered family member injured during active duty – up to 12 weeks Organ or bone marrow donor – up to 12 weeks Family violence related issues – up to 12 days 	<p>Medical leave:</p> <ul style="list-style-type: none"> Employee's own serious health condition – up to 12 weeks (plus two weeks for incapacitation during pregnancy) 		
Waiting period	None		
Interacting with other laws	CT PFML will run concurrently with and other leaves for which the employee may also be eligible, such as leave taken under the CT FMLA and the federal Family and Medical Leave Act (FMLA), when the qualifying leave reason is the same. Employees cannot receive CT PFML benefits if they are receiving workers' compensation or unemployment insurance benefits.		