



Connecticut Campaign for
PAID FAMILY LEAVE

Key Components of a Family and Medical Leave Insurance Program

REASONS FOR TAKING LEAVE

- A serious health condition
- The birth or adoption of a new child, or foster care placement
- To provide caregiving to a family member with a serious illness
- To serve as an organ or bone marrow donor
- To care for an injured service member
- For issues associated with domestic violence

COVERAGE

- Must work for an employer of two or more
- State and municipal employees who are covered by collective bargaining contracts can opt into the program through the collective bargaining process
- Self-employed people may opt in
- Includes job protection for workers who have worked for an employer for at least 6 months and 500 hours

ELIGIBILITY

- An employee must have earned \$2325 in the highest earning quarter within the five most recently completed calendar quarters
- Earnings may be with multiple employers
- Workers may use leave for the reasons defined in CT's FMLA with the addition of caring for a sibling, grandparent or grandchild, a child of any age and any other individual related by blood or whose close association with the employee is the equivalent of a family relationship

NUMBER OF WEEKS

- Employees may take up to 12 weeks of paid family and medical leave. An employee can take 2 extra weeks if there is a serious health condition with a pregnancy that results in incapacity
- The waiting period before using leave is 7 days

WAGE REPLACEMENT

- Employees will receive 100% of their weekly earnings, up to a cap of \$1,000/week

FUNDING and ADMINISTRATION

- The program is funded by employee premiums of approx. 0.5% of weekly earnings as determined by the Implementation Report commissioned by the state and conducted by the Institute for Women's Policy Research¹
- Only an employee's wage up to the SSI limit shall be subject to the deduction
- Premiums will not exceed 0.5% of weekly earnings.
- In the event of insolvency, benefits will be reduced
- The program is administered by the CT Department of Labor
- The program will require start-up costs of \$13.6 million and will be funded by bond allocations
- All start-up costs will be reimbursed to the General Fund within the first year of collections
- Premiums will be collected for a year prior to claimants being able to draw upon the fund, which will make the program self-sustaining and able to handle benefit claims as well as financially support staffing needs

¹ Institute for Women's Policy Research: Implementing Paid Family and Medical Leave in Connecticut. Retrieved from: <https://fmli.files.wordpress.com/2014/09/implementation-study.pdf>