



# Connecticut Paid Leave

EMPLOYEE  
UPDATE

1.1.2022

For covered employees in the State of Connecticut, the Connecticut Paid Leave program offers the opportunity to take time to take care of personal and family health needs without worrying about lost income while you are away from work.

## Key Dates

**JANUARY 1, 2021:** Employer began withholding employee contributions (one-half of one percent of each paycheck (0.5%) and remitting these contributions to the CT Paid Leave (CTPL) Authority trust fund.

**JANUARY 1, 2022:** Covered employees can apply for, and may receive, paid leave benefits.

## 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
- Are currently employed **OR** have been employed within the 12 weeks immediately preceding their leave.

*\*Unionized employees of the State of Connecticut and employees of the federal government, municipalities, local or regional boards of education, sovereign nations, or non-public elementary or secondary schools are not covered under the program at this time.*

*\*\*Wages may include salary or hourly pay, vacation pay, holiday pay, tips, commissions, severance pay and the cash value of any "in-kind" payments. Wages from multiple covered employers may be combined.*

## Benefit Rates

Benefit rates vary based on income.

The benefit rate is capped at 60 times the CT minimum wage.

- CT minimum wage multiplied by 60 will be equal to \$780 weekly in January 2022, increasing to \$840 on July 1, 2022, and \$900 on June 1, 2023.

An employee may receive CT Paid Leave benefits at the same time as employer-provided benefits so long as the employee's total compensation does not exceed 100% of their normal wages.

To see what benefit you may be eligible for, use the **Benefits Estimator** at [CTpaidleave.org](http://CTpaidleave.org).

*\*The Paid Family and Medical Leave Act stipulates benefit rates may be reduced if revenue is insufficient.*

## Qualifying Reasons for Leave

*Covered employees may receive up to 12 weeks of paid leave benefits in a 12-month period, with certain exceptions.*

### Starting or Expanding a Family

To bond with a new child — by birth, adoption, or foster placement. For serious health conditions resulting in incapacitation during pregnancy, covered employees may qualify for two (2) additional weeks of paid leave benefits.

### Personal or Family Health Needs

To address a serious personal or family health condition. Those serving as an organ or bone marrow donor may also be eligible to receive CT Paid Leave benefits.

### Impact of Family Violence

Employees impacted by family violence may be eligible to receive CT Paid Leave benefits to seek medical or psychological care, to seek care from a victim services organization, to relocate, or to participate in any civil or criminal proceeding relating to family violence. *Benefits for these reasons are limited to 12 days.*

### Military Specific

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.

## Download the Factsheet

For more employee resources on CT Paid Leave, access the Employee Factsheet at [www.ctpaidleave.org](http://www.ctpaidleave.org) or scan the code below.



*Scan with your smart phone camera or QR code reader*

**Ready to apply?**  
Submit your application through the online portal at [ctpaidleave.org](http://ctpaidleave.org) or call (877) 499-8606.