

# CT PFML FAST FACTS

What to know about Connecticut Paid Family & Medical Leave (CT PFML):

## WHAT IS THE CONNECTICUT PROGRAM?

- CT PFML Law passed in June 2019
- Benefits are available through a state-run program or employer plan
- Benefits include:
  - » Nearly all employees are eligible for up to 12 weeks<sup>1</sup> of Paid Leave
  - » Up to 95% of the employee's average weekly wage for the portion that is less than or equal to 40 times Connecticut minimum wage, and
  - » 60% of the employee's average weekly wage for the portion that is more than 40 times Connecticut minimum wage;
  - » Up to a weekly maximum benefit of 60 times Connecticut minimum wage. It is expected to be \$840 when benefits start in January 2022

## HOW IS IT FUNDED?

- CT PFML is funded through employee payroll deductions (Cannot exceed 0.5%)
- Employers can choose to pay all or part of the employees' share

## WHEN DOES IT BEGIN?

- Jan 1, 2021 - Employees begin paying in to the state-run program
- Jan 1, 2022 - Employees can start receiving the benefits

Note: Dates and details about employer's private plans in CT are evolving.

## HOW CAN IT BE USED?

Employees can use CT PFML benefits to:

- Welcome a new child (through birth, adoption, or foster placement)
- Care for a seriously ill family member or anyone related by blood or who is the equivalent of a family member
- Tend to their own serious health condition - not related to their job
- Donate an organ or bone marrow
- Care for and/or support the needs of a family member in the military
- Tend to needs as a victim of family violence

## WHO CAN USE IT?

Employees are eligible for CT PFML benefits if they:

- Have earned at least \$2,325 in one fiscal quarter (3-month period) over the last five quarters
- Have worked for their private-sector or public employer<sup>2</sup> for at least 12 weeks
- Are self-employed and have enrolled in CT PFML

## WHAT'S NEXT?

The state of Connecticut is currently developing the rules and regulations for exactly how CT PFML will be implemented when it rolls out in 2022.

For more information visit <https://insurancewholesaler.net>.