


Overview of Family Leave Laws in the United States

Please note that these paid sick time materials do not represent an exhaustive overview of the state, county, and city family leave laws described, and it does not constitute legal advice. It is possible that additional provisions not described in these materials may apply to a worker's specific circumstances or category of employment.

 <p>For more information visit</p> <p>A Better Balance (ABetterBalance.org)</p>	<p>Connecticut</p>
<p>What purposes can leave be used for?</p>	<p>Medical leave can be used for a worker's own serious health condition. Family leave can be used to (1) bond with a child within one year of the child's birth or placement for foster care or adoption; (2) care for a family member with a serious health condition; (3) address certain military family needs; or (4) address certain medical and non-medical needs arising from domestic violence, also known as "safe time." <i>Connecticut's law also specifies that leave can be taken to be an organ or bone marrow donor. This purpose may also be covered under other paid family and medical leave laws.</i></p>
<p>Who is covered? California, New Jersey, Rhode Island, Washington State, Massachusetts, and Connecticut also provide some coverage for previously covered workers who have a qualifying need for family or medical leave while they are unemployed, while New York and Hawaii also provide some coverage for previously covered workers who have a qualifying need related to the worker's own health. Details vary by state. States that aren't currently implementing their programs will also likely provide some coverage for previously covered workers during unemployment, though final regulations will be needed to specify details</p>	<p>Almost all private sector and many public sector employees are covered.</p>



For more information visit

A Better Balance (ABetterBalance.org)

Connecticut

Are public sector workers automatically covered?
Note that no state law covers federal employees.

State employees are covered if their collective bargaining unit has negotiated coverage or if they are not in a collective bargaining unit. Municipal employees and employees of a local or regional board of education are covered if their collective bargaining unit has negotiated coverage or if they are not in a collective bargaining unit and their employer has negotiated coverage for members of any collective bargaining unit.

Are domestic workers covered?

Yes.

Can self-employed workers opt-in to coverage?

Yes.

What are the requirements to qualify for benefits?

Workers must have earned at least \$2,325 during the highest earning quarter within the base period.
The base period is the first 4 of the 5 most recently completed quarters.
This can combine income from more than one employer.

What family members are covered?

A family member includes a worker's spouse, sibling, son or daughter, grandparent, grandchild, parent, parent-in-law, or an individual related to the employee by blood or affinity whose close association the employee shows to be the equivalent of those family relationships.
This list covers family members a worker can take leave to care for when they are seriously ill. Paid family leave can also be used to address certain needs arising from the active duty military service of a worker's spouse, child, or parent. Note that safe time can only be used when the worker, not a family member, is a victim of domestic violence.



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How is the program funded?

Workers cover the full cost of all leave.
Workers contribute 0.5% of wages.
The state will set the premium not to exceed 0.5% of wages (with premiums not applying to wages above the Social Security contribution base).
Contributions do not apply to wages above the Social Security contribution base.

What percentage of wages do workers receive?

95% of a worker's average weekly wage up to an amount equal to 40 times the state minimum wage and 60% of a worker's average weekly wage above an amount equal to 40 times the state minimum wage

What is the maximum weekly benefit?

60 times the state minimum wage
Current: \$941.40/week

For how long can a worker receive benefits?

Own health: Up to 12 weeks in a 12-month period.
Family leave: Up to 12 weeks in a 12-month period.
Safe time: Up to 12 days in a 12-month period.
Total: Up to 12 weeks in a 12-month period.
Workers with certain pregnancy-related health needs may receive up to an additional 2 weeks of benefits, which can be combined with other uses up to a total of 14 weeks in a 12-month period.

Is there an unpaid waiting period?

No.



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Connecticut

Are workers entitled to have their jobs back when they return?

Yes, if they have been employed by their employer for at least 3 months before requesting leave, except for leaves taken for safe time.
Through the law creating its paid leave program, Connecticut amended the Connecticut Family and Medical Leave Act (CTFMLA), which provides job protection, to cover essentially all private sector and state employees entitled to paid leave benefits except those receiving benefits for safe time purposes. Note that CTFMLA does not protect workers' health insurance. Workers receiving benefits for safe time purposes may have employment protections under Connecticut's family violence leave law. Workers may also have protections under other laws, such as the FMLA or Connecticut's family violence leave law.

How is the insurance provided?

By default, workers are covered by the state fund. Employers can apply for approval of a private plan, which must provide benefits at least equivalent to those available through the state.

Statutory Citation

Conn. Gen. Stat. § 31-49e et seq.