



# Connecticut Paid Leave

## CT FMLA & CT PAID LEAVE



### CT FMLA

(CT Family and Medical Leave Act)

**Most businesses in Connecticut with 1 or more employees must comply with CT FMLA.**

- FMLA provides job protected leave if you need to take time away from work for a qualifying family or health condition.
- **FMLA does NOT provide income replacement.**
- Up to 12 weeks of **job protected leave** are available for most qualifying circumstances. An additional 2 weeks may be available for incapacitation during pregnancy.
- Workers are eligible for job protected leave under CT FMLA after three months of employment.
- There are no hours worked or minimum earning requirements to qualify for job protected leave under CT FMLA.
- Job protected leave means that your employer must return you to the same position with the same pay, schedule, and other terms as prior to your leave.
- Your employer may require you to use accrued paid time off in order to get paid while on leave, but they must allow you to keep up to 2 weeks of your accrued PTO if you wish to do so.



### CTPL

(CT Paid Leave)

**Most businesses in Connecticut with 1 or more employees must comply with CTPL.**

- CTPL provides income replacement if you need to take time away from work for qualifying family or health reasons.
- **CTPL does NOT provide job protection.**
- Up to 12 weeks of **income replacement benefits** are available for most qualifying circumstances. An additional 2 weeks may be available for incapacitation during pregnancy.
- There is no hours worked requirement to qualify for CTPL.
- You must have earned at least \$2,325 in the highest earning quarter of the first 4 of the 5 most recently completed quarters to qualify.
- You must be employed by a covered CT employer or had been employed by a covered employer within the 12 weeks before your leave.
- You may receive CTPL income replacement benefits along with employer provided PTO or other benefits like short term disability, but your total wages while on leave cannot exceed 100% of your normal pay. Employer provided benefits may reduce the amount of your CT Paid Leave benefits.
- Sole proprietors or self-employed individuals may opt-in to CT Paid Leave if they wish. They would need to register with the Authority, be enrolled for 3 full calendar months prior to the start of any paid leave, and remain in the program for at least 3 years.

### Qualifying Circumstances for CT FMLA and CTPL



**Medical Leave**  
To receive care for or recover from your own serious health condition (includes pregnancy and organ/bone marrow donation).



**Bonding Leave**  
To grow your family through birth, adoption or foster care.



**Caregiver Leave**  
To care for a family member experiencing a serious health condition.



**Qualifying Exigency Leave**  
To address certain issues arising from a spouse, parent or child who is on federal active duty or has been ordered to federal active duty in the Armed Forces.



**Military Caregiver Leave**  
To care for a covered family member injured during federal active duty in the Armed Forces.



**Family Violence Leave**  
To address certain issues arising from family violence.

### How do I apply for CT FMLA and CTPL?

To apply for job protection under CT FMLA, you must apply directly to your employer following your company's standard procedures.

To apply for income replacement through CTPL, visit [ctpaidleave.org](http://ctpaidleave.org). You can apply through our online portal, or you may apply via telephone by calling (877) 499-8606.

To appeal denial of either CT FMLA or CT Paid Leave, contact the CT Department of Labor at (860) 263-6970.



**For more information about benefits, scan the QR code or visit:**

[CTpaidleave.org](http://CTpaidleave.org)