



Connecticut  
Paid Leave

# Legislator Toolkit

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♥ Updated Spring 2024

# Table of Contents

1. About this Toolkit
2. CT Paid Leave Usage by Town
3. The Basics of CT Paid Leave
4. Filing a Claim
5. Additional Resources
6. CT Paid Leave in Your District

# About this Toolkit

The CT Paid Leave Authority's focus is on continuing awareness of and education about the CT Paid Leave program and providing resources and support for businesses and workers alike.

The **Legislator's Toolkit** provides legislators and their staff with important information about Connecticut Paid Leave to share with constituents and stakeholders in your community.

**Use this Toolkit to:** learn the basics of CT Paid Leave and educate your constituents; share information; and assist with the Authority's outreach and education efforts.

Awareness

Education

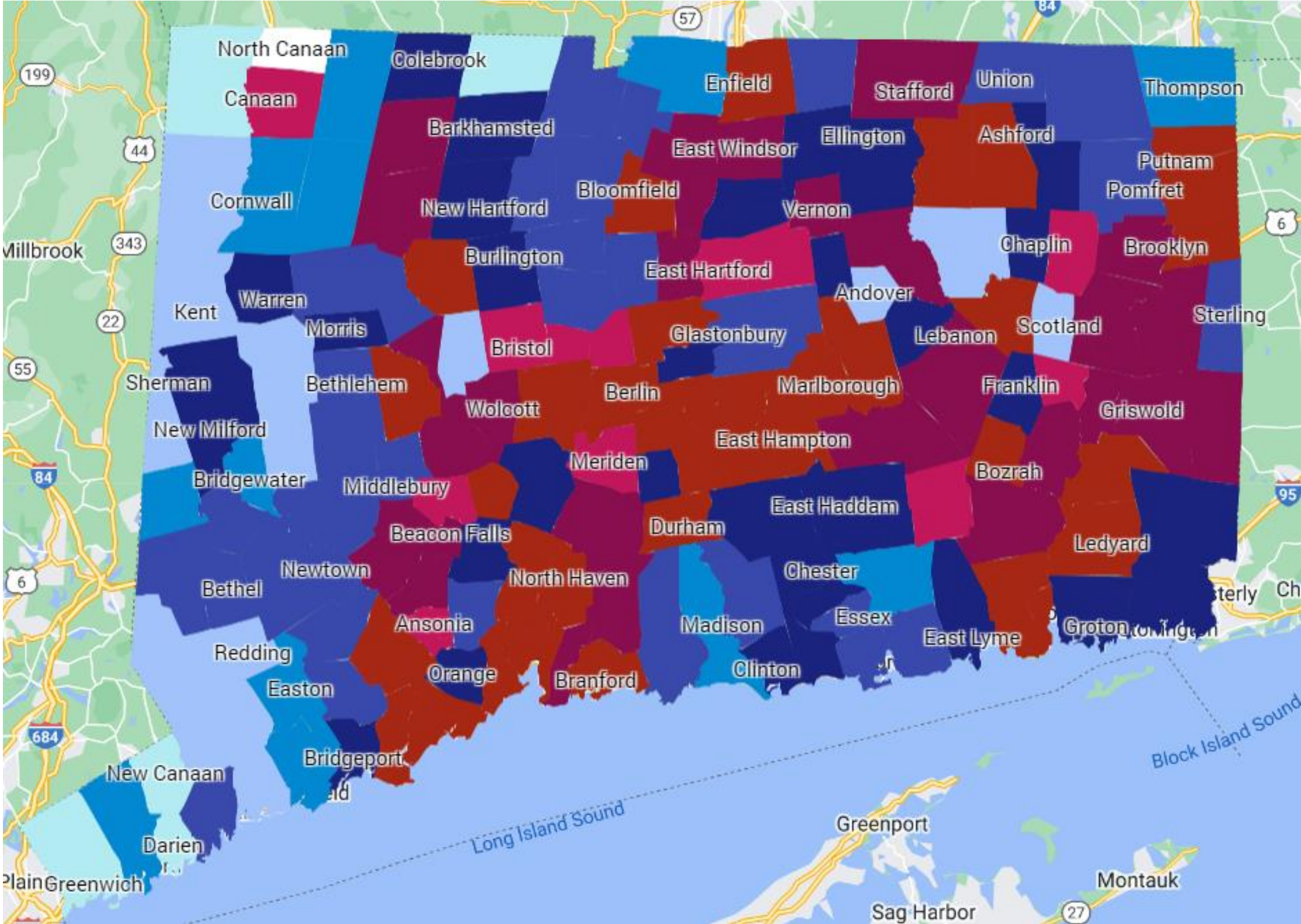
Support

# CT Paid Leave Usage by Town

[Click Here for the Complete Interactive Map](#)

 **Connecticut Paid Leave**  
color guide to map of claims per 10,000 town residents

1-50
50.01-150
150.01-250
250.01-350
350.01-450
450.01-550
550.01-650
650.01-750
750.01+





# The Basics



Connecticut Paid Leave

So you can focus on your health,  
not worry about your paycheck.



## What is the CT Paid Leave Program (CTPL)?

For Connecticut workers, CT Paid Leave (CTPL) offers income replacement benefits to workers who need to take leave to address qualifying family or medical needs. For employers, CT PL provides tools and resources to promote healthy, vibrant, and inclusive workplaces and comply with state law.

## What is the CT Paid Leave Authority?

The Connecticut Paid Leave Authority is a quasi-public state agency that administers CT Paid Leave. The CT Paid Leave Authority is governed by a Board of Directors appointed by the Governor, constitutional officers and legislative leadership.

# CTPL vs. FMLA

## What is CTPL?

CTPL stands for CT Paid Leave.

CTPL provides income-replacement during certain qualifying family and health leaves.

The CT Paid Leave Act is a Connecticut law that:

- Creates a **source of income-replacement benefits** for eligible employees who cannot work for the same reasons as FMLA
- It **does not provide job-protected leave**.

The CT Paid Leave Act is implemented by the **CT Paid Leave Authority** – a Quasi-Public Agency of the State of Connecticut.

## What is FMLA?

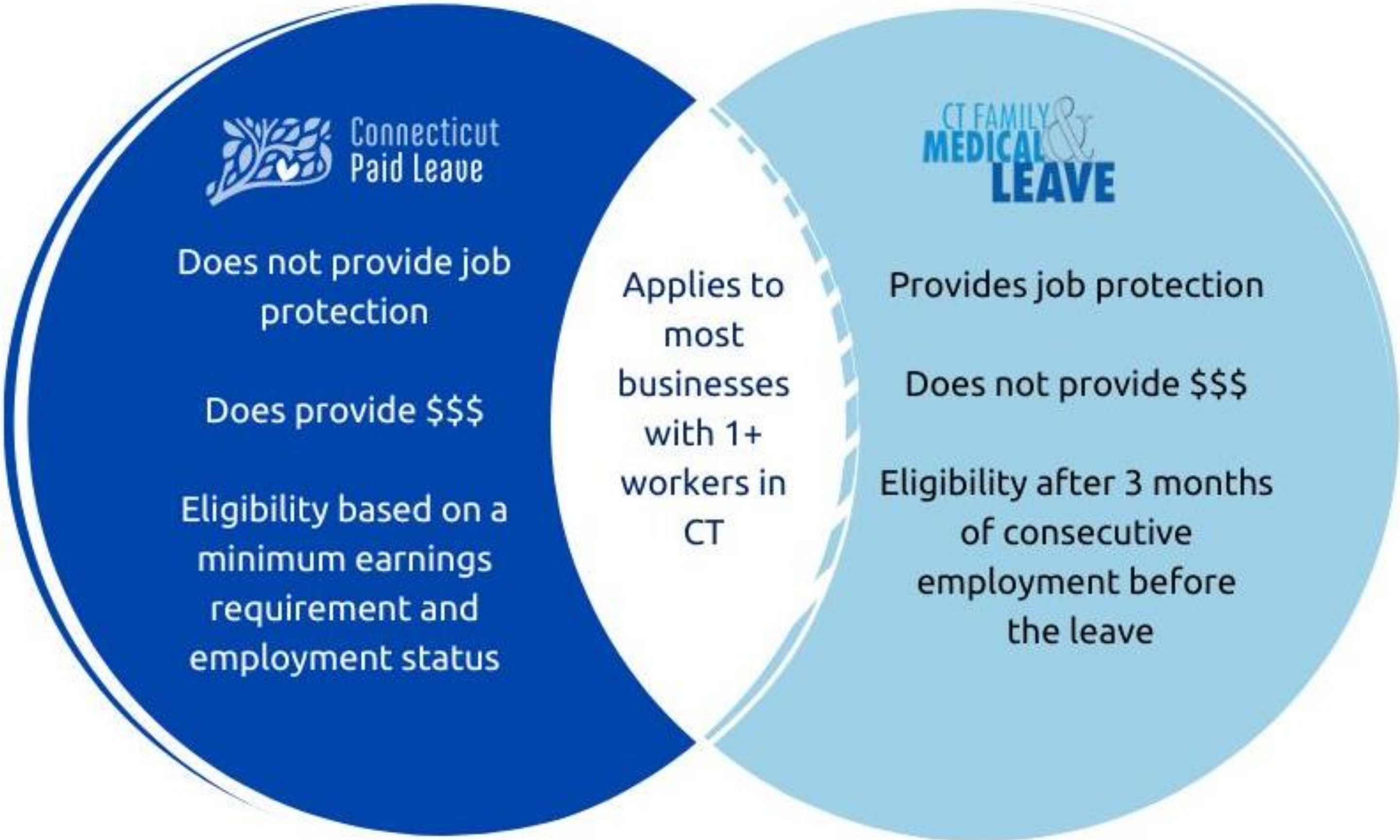
FMLA stands for Family and Medical Leave Act.

FMLA provides job-protected leave for certain qualifying family and health conditions

- There is a **federal FMLA & a CT FMLA**. Both have been around since the 1990's.
- Both laws allow eligible employees to take **job-protected time away from work** for certain family and medical reasons.
- The Family Medical Leave Act is implemented by **employers** & regulated by the State & Federal Departments of Labor
- **FMLA does NOT provide income replacement.**
- **Employers may choose to:**
  - adopt policies to provide for income replacement during the leave, but they are not required to.
  - continue to pay their employees their regular pay while they are out on parental leave.
  - require or permit employees to use their earned accruals (sick leave, vacation leave, other PTO) while they are out on leave.

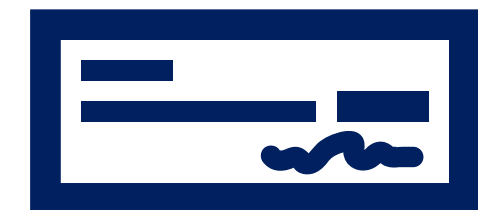
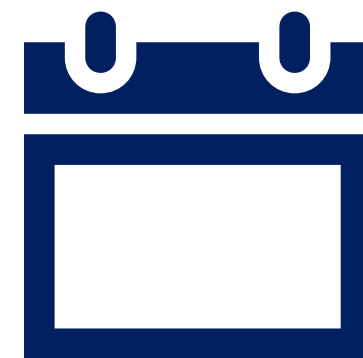
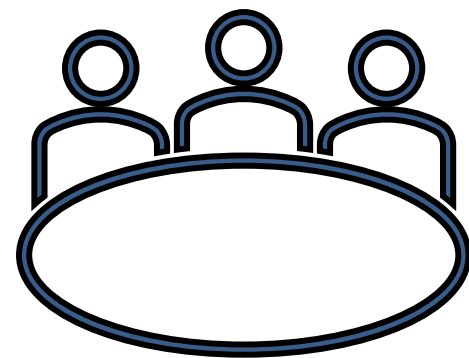
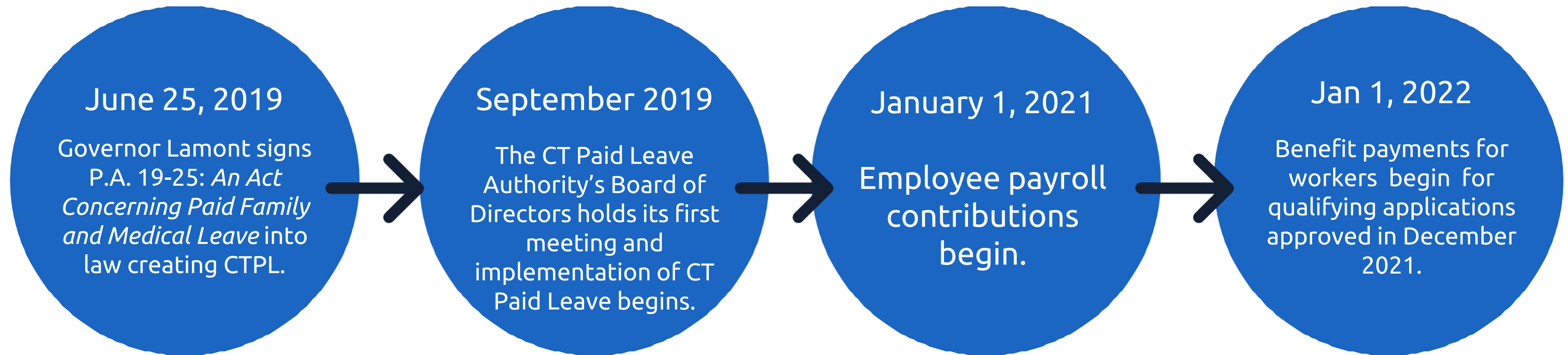
**Note:** *The CT FMLA changed significantly on January 1, 2022. For more information, visit [newfmlguidance \(ct.gov\)](https://newfmlguidance.ct.gov)*

# CT Paid Leave vs. FMLA: Bottom Line





# CT Paid Leave Implementation Timeline



# Covered vs. Non-Covered Employers

Covered Employers	Non Covered Employers
<ul style="list-style-type: none"><li>• Almost all employers who have one or more people working in CT</li><li>• The State of Connecticut, as to non-union employees</li></ul>	<ul style="list-style-type: none"><li>• The federal government</li><li>• Municipalities, unless their unionized employees collectively bargain to participate</li><li>• Local or regional boards of education, unless their unionized employees collectively bargain to participate</li><li>• Non-public elementary or secondary schools</li><li>• Railroads</li><li>• Governments of other states</li><li>• Other sovereign nations</li></ul>

## Are CT residents who work out of state covered by CT Paid Leave?

Only employees who work in Connecticut can participate in CT Paid Leave. If an employer is paying unemployment insurance for an employee to the CT Department of Labor, that is evidence the employee works in Connecticut.

## Other Non-Covered Individuals

- Interstate truck drivers who work in CT but live in another state and thus don't pay income tax in CT
- Spouses of active-duty military members who have opted to continue to pay their taxes in their home state instead of where they are currently deployed

# Sole Proprietors/Self-Employed

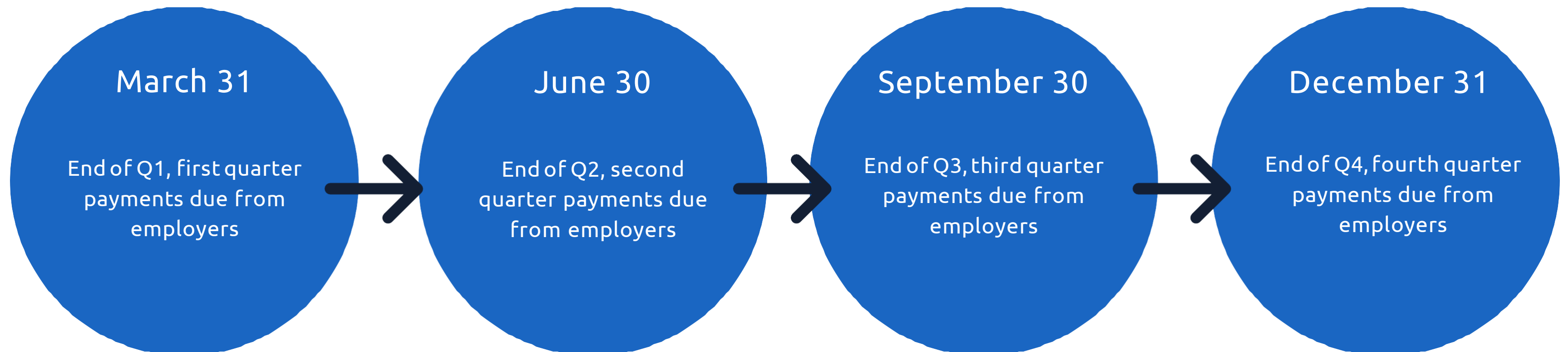
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Sole proprietors and/or self-employed individuals may *choose* to opt-in to CT Paid Leave for themselves:

- The individual must reside in CT in order to participate
- Coverage will begin on the first day of the month following 3 full calendar months after the person enrolls with the Authority
- If they opt-in, they must remain in the program for a minimum of three years
- They contribute 0.5% of “self-employment income” (as defined by the IRS)
- A sole-proprietor who has employees may choose not to opt-in for themselves, but they must withhold and remit their workers’ contributions
- If an individual receives a W-2, they are considered an employee under the law, and must participate in CT Paid Leave. This is true even if they are also the owner or officer of the company.

# CT Paid Leave **Contribution** Timeline

- CT Paid Leave is an **employee-funded** program. Covered employers deduct 0.5% from employees via payroll deduction and remit these contributions to the CT Paid Leave Authority on a quarterly basis. Contributions are capped at the Social Security contribution limit.
- CT Paid Leave provides a one-month grace period following the end of the quarter for employers to remit the employees' contributions. For example, first quarter payments submitted by April 30 will not incur penalties or interest. However, first quarter payments submitted after April 30 will incur penalties and interest.
- *Employers may not deduct more than the statutory 0.5% from employee paychecks for CT Paid Leave contributions, and employers may not use employee contributions to pay interest and/or penalties.*



# Fund Recovery

- While the CT Paid Leave program is entirely employee funded, employers or their payroll processors must deduct the 0.5% contributions from their employees' wages and remit those funds to the CT Paid Leave Authority on a quarterly basis.
- Employers that failed to fulfill their statutory obligation to deduct the 0.5% contributions from their employees' wages are required to pay the owed amount themselves.
- Additionally, failure to remit the owed contributions by the quarterly deadlines will result in the imposition of interest and penalties on the employers.

If your constituent receives a notice stating that they owe past due contributions and penalties/interest, please direct them to submit a [Contact Us](#) inquiry on [ctpaidleave.org](http://ctpaidleave.org) and select "Notice of CTPL Contributions Due" from the dropdown list as the contact reason.

**Due to a high volume of Contact Us inquiries, please allow 5 business days for a response.**

# CT Paid Leave Benefits 2-Part Eligibility Test

1

Workers must be (a) currently employed by a covered employer; (b) employed with a covered employer in CT within the 12 weeks before the claim; OR (c) a sole-proprietor or self-employed individual who opted-in to the CT Paid Leave program.

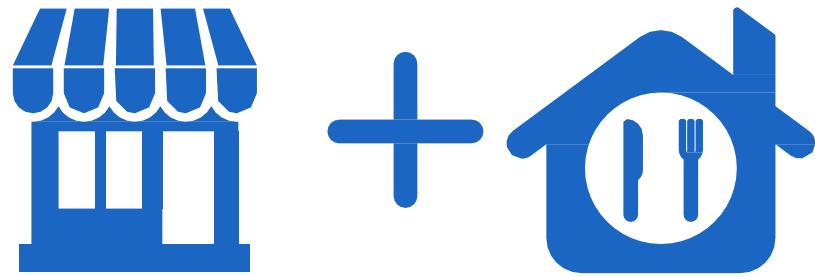
2

Workers must have earned **at least \$2,325** in the highest earning quarter of the first 4 of the 5 most recently completed quarters to be eligible for CT Paid Leave benefits.

*Example if a claim is filed in November 2023:*

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Current Quarter
7/1/2022 - 9/30/2022	10/1/2022 - 12/31/2022	1/1/2023 - 3/31/2023	4/1/2023 - 6/30/2023	7/1/2023 - 9/30/2023	10/1/2023 - 12/31/2023
\$2,200 in Earnings	\$1,600 in Earnings	\$2,000 in Earnings	\$2,400 in Earnings	N/A	N/A
IN THE BASE PERIOD	IN THE BASE PERIOD	IN THE BASE PERIOD	IN THE BASE PERIOD	NOT IN THE BASE PERIOD	NOT IN THE BASE PERIOD

# CT Paid Leave Benefits Eligibility (continued)



Wages from multiple employers may be combined. Seasonal, part time, or per diem workers may be eligible if they meet the minimum earning and employment requirements.



Wages may include salary or hourly pay, vacation pay, holiday pay, tips, commissions, severance pay, and the cash value of any "in-kind" payments

## CT Paid Leave benefit rates are calculated in the following ways:

- Benefits are calculated based on earnings in the base period. Average weekly wage is calculated by adding the two highest earning quarters during the base period and dividing that number by 26.
- If a worker's wages are less than or equal to the Connecticut minimum wage multiplied by 40, their weekly benefit rate under the PFMLA will be 95% of their average weekly wage.
- If a worker's wages exceed the Connecticut minimum wage multiplied by 40, their weekly benefit rate will be 95% of the Connecticut minimum wage multiplied by 40, plus 60% of the amount their average weekly wage exceeds the Connecticut minimum wage multiplied by 40. The benefit rate is capped at 60 times the Connecticut minimum wage.

# Qualifying Reasons for CT Paid Leave



## MEDICAL LEAVE

For treatment of one's own serious health condition.

This includes serving as an organ or bone marrow donor and pregnancy.



## BONDING LEAVE

To bond with a newborn(s) or a newly placed child, or for the time needed to process adoption or foster care placement.

- Applies to both parents
- Can be used anytime during the 12 months after the birth/placement
- Applies to birth, adoption, or foster care



## CAREGIVER LEAVE

To provide physical or psychological care or comfort to a family member experiencing their own serious health condition.



# Qualifying Reasons for CT Paid Leave (continued)



## Military Caregiver Leave

To care for a family member in the military who has experienced a serious injury or illness that occurred in the line of active duty in the Armed Forces.

## Qualifying Exigency Leave

To engage in certain activities arising from the fact that a spouse, child, or parent is on active duty or has been notified of an impending call or is serving on active duty in the Armed Services.

## FAMILY VIOLENCE LEAVE ACT

Job-protected time off can be taken by a worker who is a victim of family violence to:

- seek medical/psychological care or counseling for physical or psychological injury or disability;
  - obtain services from a victim services organization;
  - relocate due to such family violence; or
  - participate in any civil or criminal proceeding related to or resulting from such family violence.
- (up to 12 days in a calendar year)

# Types of Leave

## Block Leave

Not working at all for a continuous period of time for a single qualifying reason. For example, an employee is having surgery and need to be out of work for 6 weeks for recovery.

## Reduced Schedule

Working some of the time but not as much as usual. For example, an employee's normal schedule is 9-5 Monday – Friday but they are working a reduced schedule of 9-2.

## Intermittent

Absent from work sporadically for relatively small amounts of time. For example, an employee is diagnosed with cancer and needs paid leave to attend weekly chemotherapy.

# Length of Benefits

- Up to 12 weeks in a 12-month period for most leave reasons.
- An additional 2 weeks may be available for incapacitation during pregnancy, including pre-natal appointments.
- Up to 12 days of the 12 weeks may be used for family violence leave.

# What is a Serious Health Condition?

**Serious Health Condition requires both incapacity and treatment by a Health Care Provider.**

*Examples:*

- Overnight stay in a hospital
- Chronic condition for which you see a healthcare provider for treatment at least 2x/year
- Long-term condition for which patient is under the supervision of a healthcare provider even though treatment is no longer effective (Alzheimer's, terminal cancer)
- Incapacitation during pregnancy (pre-natal appointments, complications during pregnancy)

Simply being exposed to or diagnosed with Covid, Flu or a similar illness **is not necessarily considered a serious health condition**, because frequently there is no treatment associated with a diagnosis with one of these conditions.

If an individual needs to quarantine, rest, or take OTC medication but there is no actual treatment from a healthcare provider then it does not meet the legal definition of a serious health condition.

# Defining Family: Who Can An Eligible Employee Care For Under CT Paid Leave?

## **Spouse**

Person to whom one is legally married



## **Sibling**

Biological, Step-sibling, half-sibling, Adopted, Foster, or brother/sister-in-law



## **Child**

Biological, adopted, foster, step-child, legal ward, person to whom the worker stands in loco parentis



## **Grandparent**

Related by blood, marriage, adoption of a minor child to a child of the grandparent, or foster care by a child of the grandparent



## **Grandchild**

Related by blood, marriage, adoption to a child of the grandparent, or foster care by a child of the grandparent



## **Parent**

Biological, adopted, foster, stepparent, person standing in loco parentis or who has legal guardianship or custody of a child



Individual related to the employee by blood or *affinity* whose close association the employee shows to be the equivalent of those family relationships





**Filing a Claim**

## Claims

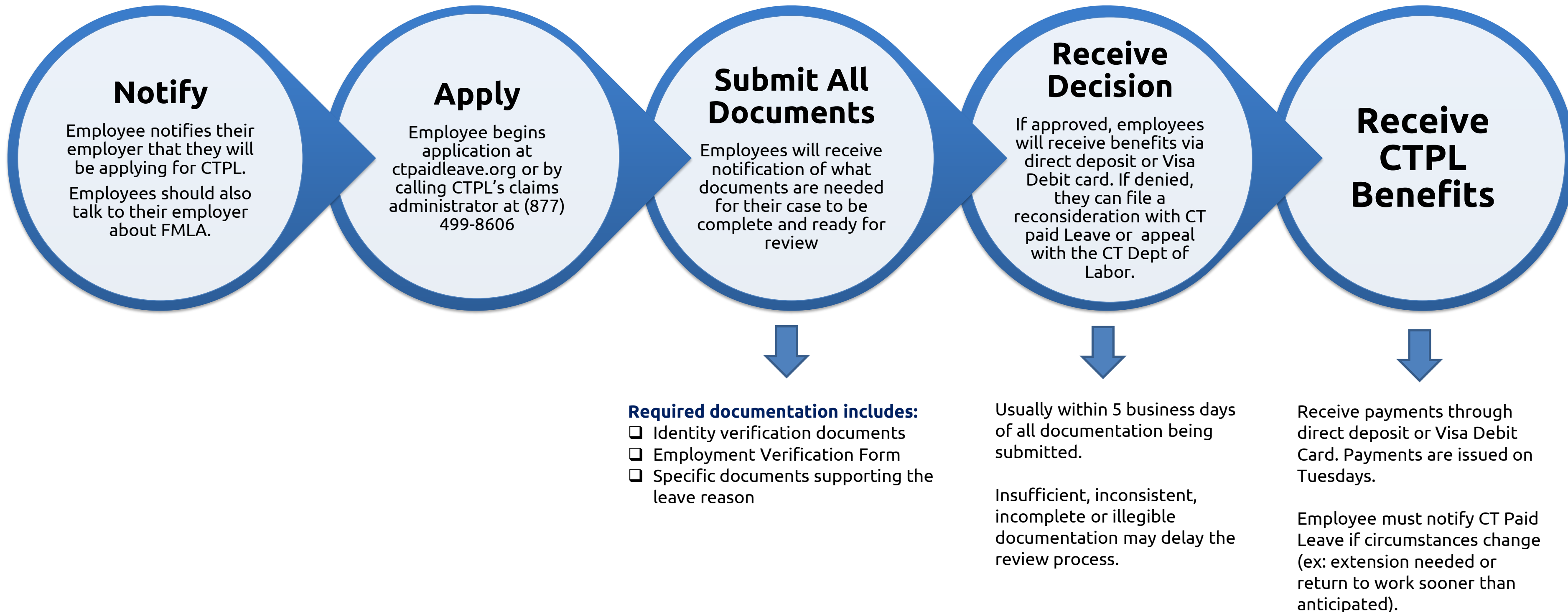
Aflac is the third-party claims administrator selected by CT Paid Leave. If you have already submitted a claim, you can check on the status or make updates in the CT Paid Leave Aflac online portal.

[VIEW YOUR CLAIM](#)

# How Employees Can Apply for CT Paid Leave Benefits:

- To start their claim for benefits, they should go to our online portal ([www.ctpaidleave.org](http://www.ctpaidleave.org))
- Applications are also accepted via telephone at 877-499-8606
- They will need to provide documentation to support their claim.
- Remember:
  - They must notify their employer if they apply for CTPL benefits
  - They will likely need job-protected leave under FMLA and will need to apply directly to the employer for FMLA

# The Claims Process: Employee Responsibilities



# Document Dashboard

- The Document Dashboard aims to create a better user experience in the claims portal.
- From the dashboard, workers can keep track of and upload necessary documents.
- For more information, [read Aflac's User Guide here.](#)

Bonding  
Case Number: 00429358  
Case Manager: Currently Being Assigned  
Leave Type: Absence - Continuous

[New Message](#)

### Messages

Messages from your case manager can be viewed below. If you need immediate assistance, please call our Customer Care Team at +1 (877) 499-8606.

SUBJECT	ACTIVITY	ACTION
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### Document Checklist

Any documents that are required for your case will be listed below. Please use the Upload icon next to the required document to upload those. If you have any other documents you would like to provide to your case manager, please use the Upload Documents button.

[Upload Documents](#)

Documents					
CATEGORY	NAME	RECEIVED	STATUS	UPLOAD	
>	Bonding Statement	Not Recieved	Date	Required	<a href="#">Upload</a>
	Proof of Birth	Not Recieved	Date	Required	<a href="#">Upload</a>
	Employment Verification	Not Recieved	Date	Required	<a href="#">Upload</a>
	Identity Verification	Not Recieved	Date	Required	<a href="#">Upload</a>
CATEGORY	NAME	RECEIVED	STATUS	UPLOAD	



What can a worker do if their claim is denied?

## Submit a Request for Reconsideration

- This is the quickest way to have the case reconsidered, especially if the denial was due to lack of paperwork.
- Most reconsideration decisions are issued within 15 calendars of receipt.

## File an Appeal with CT Department of Labor (CTDOL)

- A worker can submit an appeal if their reconsideration was denied **or** immediately upon receiving a denial notice.
- For more information, read: [The Connecticut Family & Medical Leave Act and CT Paid Leave Appeals](#)

# The Claims Process: Employer Responsibilities

Complete & submit employment verification

Notify worker about its PTO policies (including STD policies)

Refrain from discriminating and/or retaliating against worker for filing a CT PL claim

Provide employees with Notice of Employee Rights Under the CT Family and Medical Leave Act (CTFMLA) & CT Paid Leave Act (CTPL) on hire and annually thereafter

# Top 5 Things to Keep in Mind When Applying

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1. An application is not complete until **all** requested documentation is submitted.
2. There is a due date by which the required documentation must be submitted. This date can be found in the Notice of Application.
3. If a claimant is having difficulty obtaining the required documents, they can request an extension by calling or messaging Aflac directly.
4. Not all illnesses qualify as a serious health condition.
5. Claimants should notify CT Paid Leave of any changes as soon as possible – returning to work earlier than anticipated, needing additional time away from work, or receiving any payment from their employer.



# CT Paid Leave Resources

# Welcome to CT Paid Leave

Providing peace of mind and support for Connecticut workers

**CT Paid Leave  
website:  
[ctpaidleave.org](https://ctpaidleave.org)**

CT Paid Leave's new website launched in September 2023 is a more comprehensive resource to support workers and employers to navigate the program, including:

- Comparison page explaining differences between CT Paid Leave and FMLA
- Application document checklist page
- Resources page organized by role (worker, employer, etc.) with pdf's, videos, related internal site pages, and useful external sites all in one place
- Testimonial videos from workers who have utilized CT Paid Leave

# Additional CT Paid Leave Resources

Follow the links below to print each resource or contact CT Paid Leave for hard copies.

## 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.

\*Unions 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.

To file an appeal related to the denial of a CT Paid Leave claim, please contact the Connecticut Department of Labor, 260 Tully Brook Boulevard, Meriden, CT 06450-3400-3079.

For updates on the CT Paid Leave program, please visit the Paid Family and Medical Leave Insurance Authority website at [www.ctpaidleave.org](http://www.ctpaidleave.org).

### 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.

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

## Connecticut Paid Leave for employees

### Bringing Peace of Mind To Your Home, Family, and Workplace

The Paid Family and Medical Leave Act (PFMLA) - referred to as CT Paid Leave (CTPL) - offers Connecticut workers the opportunity to take time to attend to personal and family health needs without worrying about lost income.

The funding to support the CTPL program comes in the form of employee payroll deductions of one-half of one percent (0.5%). **These payroll deductions began January 1, 2021.**

Covered employees became eligible to apply for paid leave benefits **beginning January 1, 2022.**

### Covered employees qualify for up to 12 weeks of paid leave benefits for the following reasons:

- **Bonding with a new child that has entered the family through birth, adoption, or foster care.**
- **Caring for your own serious health condition (includes pregnancy and serving as an organ/bone marrow donor). Two (2) additional weeks may be available for incapacitation during pregnancy.**
- **Addressing issues arising from family violence (relocation, court proceedings, support services, and professional care).**
- **Caring for a family member who is experiencing a serious health condition.**
- **Caring for a military family member who is injured while on active duty, or to address specific issues relating to a parent, spouse, or child's call to active duty or active duty in the armed forces.**

## Employer Toolkit

Connecticut Paid Leave

[Employer Toolkit](#)

## Human Resources Toolkit

Your Guide to Implementing CT Paid Leave

[HR Toolkit](#)

[Notice of Employee Rights](#)

[Employee Rights Poster](#)

[Employee Rack Card](#)

## Guide for Employees

Connecticut Paid Leave

<b>Who is required to participate?</b>	<ul style="list-style-type: none"><li>• Your employer must participate in the CT Paid Leave Program if they have any activity, enterprise or business in CT with one or more employees (including non-unionized state employees).</li></ul>
<b>Who is excluded from participating?</b>	<ul style="list-style-type: none"><li>• As an employee, you must participate in the Paid Leave Program unless you are specifically excluded by law (See "Who is excluded from participating?" below).</li><li>• Sole proprietors or self-employed individuals who are CT residents may choose to opt-in but are not required to do so. If they choose to participate, they must remain in the program for a minimum of 3 years.</li><li>• Employees of the federal government.</li><li>• Employees of the State of Connecticut, except as to "covered public employees".</li><li>• Employees of municipalities, unless they have "covered public employees".</li><li>• Employees of local or regional boards of education unless they have "covered public employees".</li><li>• Employees of non-public elementary or secondary schools.</li></ul> <p><small>*Covered Public Employees: Non-unionized employees of the State of Connecticut. Unemployed employees of the State of Connecticut who collectively bargain to be included in the program. Employees of municipalities (union and non-union) if the unionized employees of the municipality collectively bargain to be included. Employees of local and regional boards of education (union and non-union) if the unionized employees collectively bargain to be included.</small></p>
<b>Is paid leave considered job-protected leave?</b>	<ul style="list-style-type: none"><li>• The CT Paid Leave Authority only offers payment for qualifying events but does <b>NOT</b> offer job protection to employees taking leave.</li><li>• Only employers can determine, in communication with the employee, whether the leave taken is subject to job protection.</li><li>• Federal and state Family &amp; Medical Leave Acts describe the rules for job-protected leave and are NOT paid leave laws. CT FMLA oversight is provided by the CT Department of Labor.</li></ul>
<b>What are the qualifying events?</b>	<ul style="list-style-type: none"><li>• To receive treatment for or recover from one's own serious health condition (includes pregnancy and serving as an organ/bone marrow donor).</li><li>• To bond with a new child that has entered the home through birth, adoption, or foster care. Bonding leave may be taken anytime within the first 12 months of the child's birth, adoption, or placement in the home. In the case of foster care/adoption, bonding leave may also be taken to attend pre-placement activities.</li><li>• To provide physical or psychological care or psychological comfort and reassurance for a family member experiencing a serious health condition.</li><li>• To address certain issues arising from family violence (relocation, medical or psychological care, attending civil or criminal proceedings, seeking services from a victim services organization).</li></ul>
<b>Military Specific Events</b>	<ul style="list-style-type: none"><li>• To engage in certain activities arising from a spouse, child, or parent who is on federal active duty, or has been notified of an impending call or order to federal active duty in the armed forces (Qualifying Exigency Leave)</li><li>• To care for a family member who is a member of the military and who has experienced a serious injury or illness that occurred in the line of active duty in the Armed Forces</li></ul>
<b>What Makes You Eligible to Receive Benefits?</b>	<ul style="list-style-type: none"><li>• Minimum of \$2,325 in wages in at least one of the first 4 of the 5 most recently completed quarters (wages may be combined from more than one covered employer), and fit into one of the following categories:<ul style="list-style-type: none"><li>• Currently employed and working in CT, or</li><li>• Currently unemployed but had been employed and working in CT in the 12 weeks immediately preceding the leave.</li><li>• A Sole Proprietor or Self-employed individual (must also be a resident of CT) who has opted into the program</li><li>• Employees (as opposed to sole proprietors and self-employed individuals) do not need to be residents of CT.</li></ul></li></ul>
<b>Employee Contribution Amounts</b>	<ul style="list-style-type: none"><li>• Employee contributions were to begin on January 1, 2021. Employees have contributions of 1/2 of 1% (0.5%) of their wages deducted from each paycheck. Contributions are made from wages up to the defined Social Security wage base (using the same calculations for determining total wages as used to calculate FICA) and are done through payroll deduction, to coincide with each paycheck.</li><li>• <b>Total wages for an employee include:</b> the gross earnings from their employer(s); salary or hourly wages, vacation pay, holiday pay, tips, commissions, severance pay, etc.</li></ul>

[Employee Fact Sheet](#)

# Informational Videos for Employers and Workers

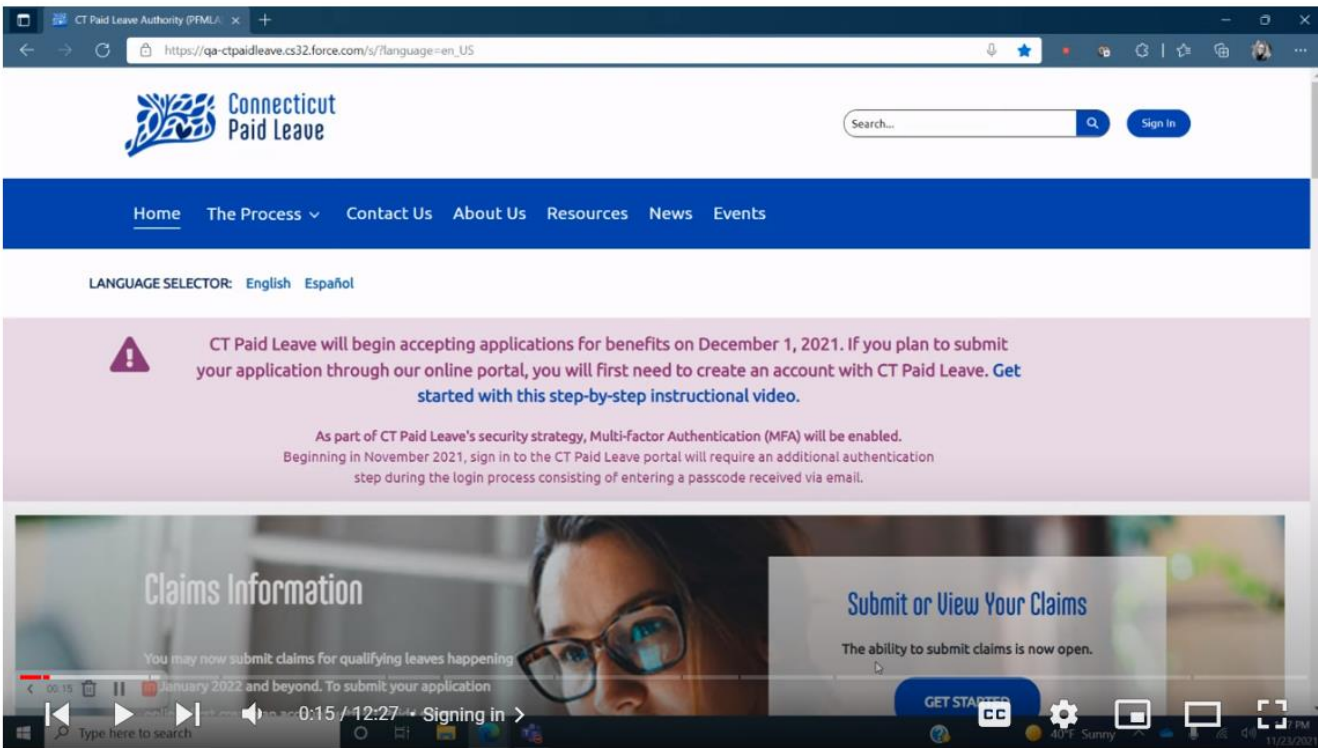


Ten Tips for Managing Worker Leaves of Absence



CT Paid Leave vs. CT FMLA

All videos can be found on the CT Paid Leave [YouTube Page](#)



How to Submit a Claim Using the Online Portal

How to Submit a CT Paid Leave Claim Using the Online Portal

# Paid Leave Podcast

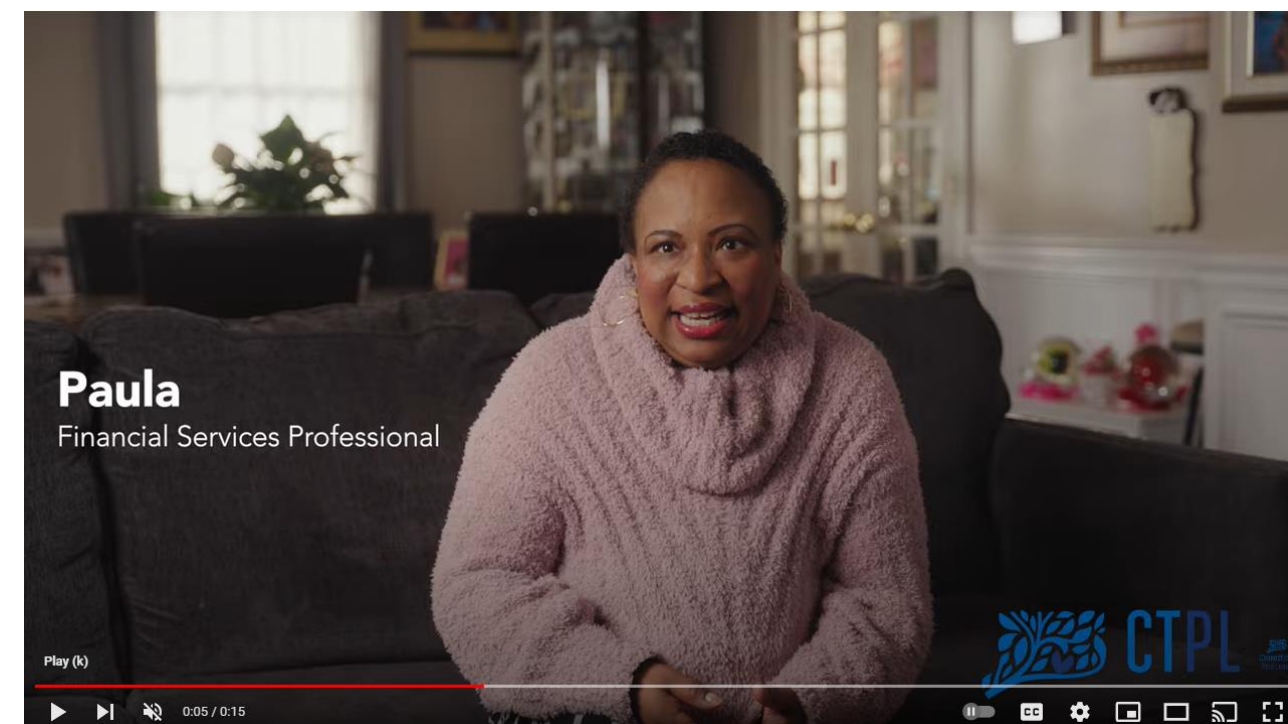
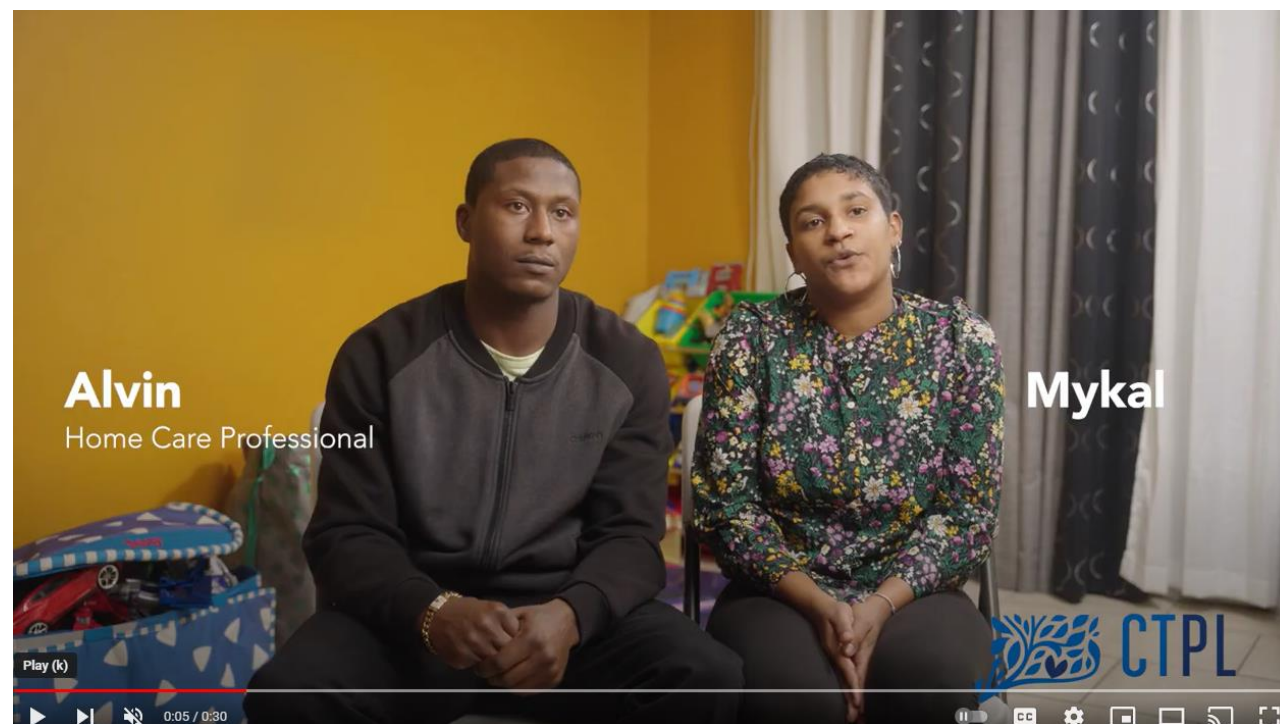
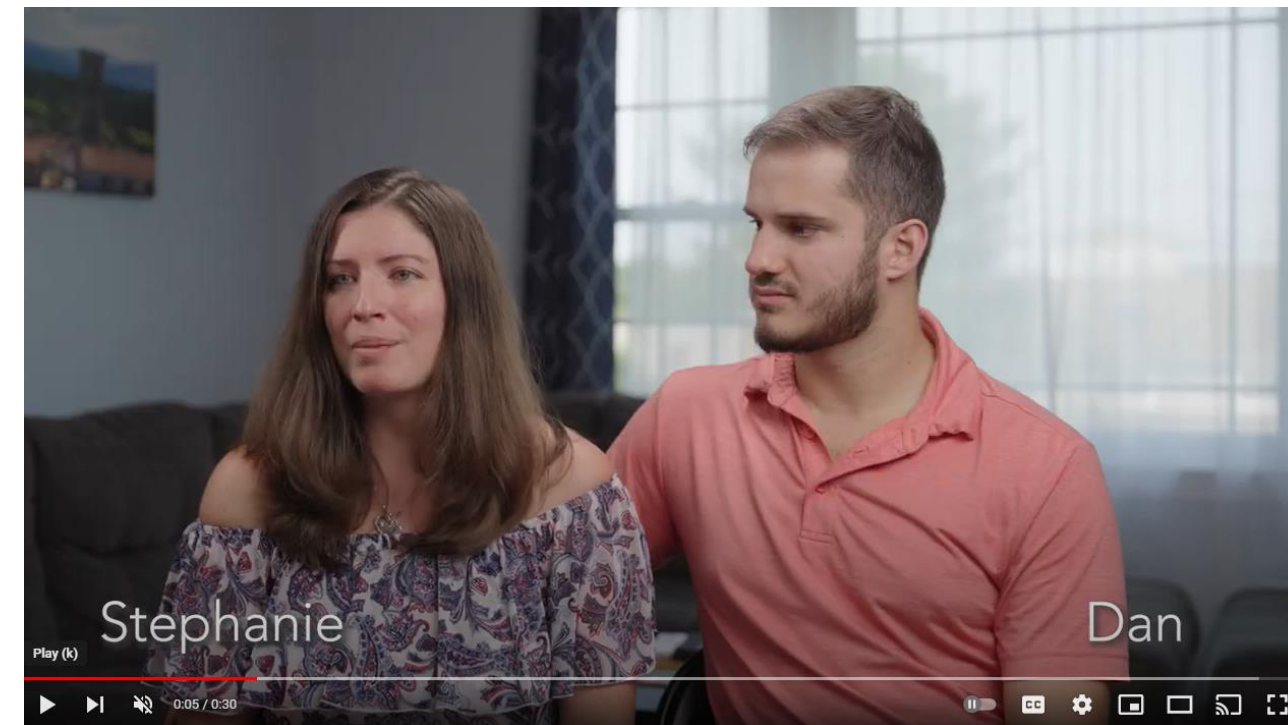
Tune in via [Buzzsprout](#), Apple Podcasts, Spotify or CT Paid Leave's [YouTube](#) Channel.





# CT Paid Leave Recipient Stories

*Click each video to view and share*



The advertisement features a dark blue rounded rectangle with a white circular logo at the top. The logo contains a blue leafy branch icon and the text "Connecticut Paid Leave". Below the logo, the text "WEBINARS ON DEMAND" is written in large white capital letters. Underneath, it says "Watch one when it works for you!" and includes a blue button with the website "ctpaidleave.org". The background is a grayscale image of a person in a business suit sitting at a desk with a laptop and papers.

  
**Connecticut  
Paid Leave**

**WEBINARS ON  
DEMAND**

Watch one when it works for you!

[ctpaidleave.org](https://ctpaidleave.org)

# Webinars and Upcoming Events

Visit CT Paid Leave's [Events Page](#) for a full calendar of upcoming webinars, events and public meetings.

**Topic #1:**  
[HR Professional's Guide to  
Paid Leave](#)

**Topic #2:**  
[Worker's Guide to Paid Leave](#)

**Topic #3:**  
[Employer's Guide to Paid Leave](#)

# How to Support CT Paid Leave in Your District:

**Raise awareness of what paid leave is and educate your constituents on how it works.**

- Invite CT Paid Leave to community events to share information and educate the public
- Share CT Paid Leave resources on social media and with traditional and digital media
- Create partnerships with community organizations and state agencies to promote CT Paid Leave

**Provide tools and resources to aid employers and workers to access paid leave benefits.**

- Share CT Paid Leave's webinars and upcoming events with businesses and workers
- Encourage employers to subscribe to CT Paid Leave's employer newsletter
- Encourage HR Professionals to subscribe to CT Paid Leave's HR newsletter
- Share additional CT Paid Leave employer and worker resources available on [ctpaidleave.org](http://ctpaidleave.org).

# Talking with the Media

*Suggestions for talking with the press or media about CT Paid Leave:*

## **1. Make it personal to you or your district:**

- Use CT Paid Leave's [Claims Map](#) to find the numbers of claims in your district
- Highlight your own experience needing paid leave or the experience of a constituent or small business owner in your district who have benefitted from CT Paid Leave

## **2. Focus on the basics:**

- News stories about CT Paid Leave helps us reach new audiences who might not know about the program. Stress the basics of the law and where to find more information ([ctpaidleave.org](http://ctpaidleave.org))

## **3. Contact the Authority for assistance:**

- If you are contacted by a news outlet about CT Paid Leave and are looking for additional talking points or information, contact [madeline.Granato@ct.gov](mailto:madeline.Granato@ct.gov).

# What to do if a constituent needs help with CT Paid Leave

- Most claimants' questions about **already-filed** CT Paid Leave claims can be addressed by:
  - Logging in to their account through the CT Paid Leave portal, or
  - Calling Aflac at 877-499-8606
- For general questions about the CT Paid Leave program: [www.ctpaidleave.org](http://www.ctpaidleave.org)
  - Contact Us: [Contact Us | Contact the CT Paid Leave Authority](#)
- Email [Madeline.Granato@ct.gov](mailto:Madeline.Granato@ct.gov) about any issues that need personal attention

{Questions about CT FMLA: CT DOL [newfmlguidance \(ct.gov\)](http://newfmlguidance.ct.gov)}

# Resources & Social Media



[www.ctpaidleave.org](http://www.ctpaidleave.org)



[Helpful Videos](#)



[Contact Us Portal](#)



[CT Paid Leave Glossary](#)



[Frequently Asked Questions](#)



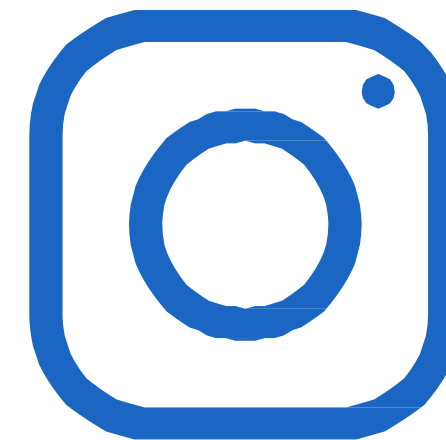
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