






CT PAID LEAVE vs PAID SICK DAYS



Connecticut
Paid Leave

CT PAID LEAVE

PAID SICK DAYS

 QUALIFYING REASONS*	Used to recover from or care for a family member with a <u>serious health condition</u> , as well as several other qualifying reasons	Used to recover from <u>any</u> illness, injury or health condition, receive preventative care or diagnosis for mental or physical health, or care for a family member under the same circumstances
 FUNDING	Paid for by employee payroll contributions and administered by the CT Paid Leave Authority	Paid for and administered by employers, with oversight from the CT Department of Labor
 COVERAGE	<p>Covers most employers of 1 or more employees</p> <p>Municipalities and certified employees of public-school operators are not covered unless their unionized employees collectively bargain to participate. The State of CT is a covered employer for its non-unionized workers</p> <p>Self-employed/sole proprietors can opt-in</p>	<p>Covers employers of:</p> <ul style="list-style-type: none">• 25+ employees as of 1/1/25• 11+ employees as of 1/1/26• 1+ employees as of 1/1/27 <p>Includes the State and municipalities</p> <p>Self-employed and seasonal workers are not covered</p>
 ELIGIBILITY	Based on minimum earnings requirement and employment by a covered employer(s)	Based on days worked for a single employer; 120 days worked before worker can use accrued time
 BENEFIT AMOUNT	Provides up to 12 weeks in a 12 month period and replaces a portion of worker's income	Workers can accrue and use up to 40 hours per year and receive their normal hourly wage

What is a serious health condition?

A serious health condition is an illness, injury or impairment or physical or mental condition that involves inpatient care or continuing treatment. This includes (but is not limited to) recovery from surgery, cancer treatment, or ongoing treatment for chronic conditions such as diabetes. This does not include recovery from everyday illnesses like a cold or the flu.

**For the complete list of qualifying reasons, visit ctpaidleave.org or [CT DOL](#).*