

ELIGIBILITY AND LENGTH OF LEAVE OR BENEFITS FOR FMLA AND CT PAID LEAVE

	Federal FMLA	CT FMLA	CT Paid Leave
# of employees (private sector)	50+	1+	1+
Length of Employment	At least 12 months	At least 13 weeks	Employed by covered employer or was at some point within 12 weeks preceding claim
Hours Worked Requirement	1250+	None	None
Earnings Requirement	None	None	\$2325 in the highest earning quarter of the past 4 of the 5 most recently completed quarters
Length of Leave/Benefit Duration	12 weeks in a 12-month period, except: •Up to 26 weeks in a 12-month period for military caregiver leave	12 weeks in a 12-month period, except: •Up to 26 weeks in a 12-month period for military caregiver leave •Up to 2 additional weeks for incapacitation during pregnancy	Up to 12 weeks in a 12-month period for all leave reasons including military caregiver leave, and: •Up to 2 additional weeks for incapacitation during pregnancy •Up to 12 days of the 12 weeks may be used for safe leave for victims of sexual assault or family violence

When considering if an employee is eligible for job protected leave, you should also consider these laws:

- CT Family Violence Leave Act: 3+ employees
- CT Fair Employment Practices Act: 3+ employees
- Americans with Disabilities Act (ADA): 15+ employees
- Pregnancy Discrimination Act: 15+ employees