

Connecticut Law

	Enforcement Agency	Statutory Citation	Income Replacement (Y/N)	Job Protection (Y/N)	Who is Covered	What is Protected
Breastfeeding in the Workplace¹	CHRO	CGS 31-40w	N	Y	All employers that employ one or more individuals in Connecticut.	Allows employees to express breastmilk or breastfeed on site at work during a meal or break period. Requires employers to make a reasonable effort to provide a room or other location, in close proximity to the work area where the employee can express milk in private, provided there is no undue hardship. Prohibits employers from discriminating against, disciplining or taking any adverse employment action against an employee who exercises their right to pump or breastfeed at work.
CT Fair Employment Practices Act (CFEPA)	CHRO	CGS 40a-60	N	Y	All employers that employ one or more individuals in Connecticut.	Prohibits discrimination based on race, color, religious creed, age, sex, gender identity or expression, marital status, national origin, ancestry, past or present history of mental disability, intellectual disability, learning disability, physical disability, genetic information, pregnancy, veteran status, or status as a victim of domestic violence, sexual assault or human trafficking. Includes protections for employees who are pregnant: requires employers to provide a reasonable leave of absence for disability resulting from pregnancy and prohibits employers from discrimination or retaliation against an employee because of their pregnancy.
CT Family and Medical Leave Act (FMLA)	CT DOL	CGS 31-51kk	N	Y	Most employers that employ one or more individuals in Connecticut. ²	Requires employers to provide eligible employees up to 12 weeks of job protected, unpaid leave for a qualifying health or family reason. Requires employers to reinstate the employee to their same job or an equivalent position upon returning from leave.
CT Paid Leave	CT Paid Leave Authority	CGS 31-49e	Y	N	Most employers that employ one or more individuals in Connecticut. ²	Provides income replacement to eligible workers who need to take leave from work for the same qualifying reasons as CT FMLA.

Connecticut Law (continued)

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CT Paid Sick Days	CT DOL	CGS 31-57r	Y	Y	Most employers that employ 11 or more individuals. Beginning 1/1/27, the law will apply to most employers who employ one or more individuals. ³	Requires covered employers to provide 1 hour of paid sick leave for every 30 hours worked to employees, up to 40 hours per year. Prohibits employers from requiring employees to provide documentation that they are taking paid sick leave for a reason allowed by the law.
Workers' Compensation	Workers' Compensation Commission	CGS 31-275	Y	N	Most employers that employ one or more individuals are required to carry workers' compensation insurance.	Provides workers with a job-related injury or illness payment for lost work time and medical expenses.

Federal Law

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Americans with Disabilities Act (ADA)	EEOC	42 U.S.C. § 1210	N	Y	Employers that employ 15 or more individuals. Applies to all state and local government employers regardless of size.	Title I prohibits employment discrimination against people with disabilities and requires employers to provide reasonable accommodation to qualified applicants and employees with disabilities.
Family and Medical Leave Act (FMLA)	US DOL	29 U.S.C. § 2601–2654	N	Y	Employers that employ 50 or more individuals within a 75 mile radius.	Requires employers to provide eligible employees up to 12 weeks of job protected, unpaid leave for a qualifying health or family reason. Requires employers to reinstate the employee to their same job or an equivalent position upon returning from leave.

Federal Law (continued)

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Pregnant Workers Fairness Act (PWFA)	EEOC	42 U.S.C. §§ 2000gg–2000gg-6	N	Y	Employers (public and private) that employ 15 or more individuals.	Requires employers to make reasonable accommodations for employees who have a known limitation due to pregnancy, childbirth, or related medical conditions, unless the accommodation poses an undue hardship to the employer. Prohibits employers from retaliating against an employee who requests reasonable accommodation.
PUMP for Nursing Mothers Act (PUMP Act)	US DOL	29 U.S.C. §§ 207(r), 215, 216, 218d	N	Y	All employers; however, employers with less than 50 employees may be excused from complying when the law's requirements would impose an undue hardship.	Requires employers to provide reasonable break time for an employee to express breast milk and a private place to pump at work for up to one year after the child's birth.

1. Effective October 1, 2026, employers are required to provide reasonable break times for an employee to express breastmilk or to breastfeed at work, in addition to the employee's scheduled breaks.
2. CT Paid Leave and CT FMLA do not cover: municipalities; the federal government; railroads; governments of other states; and other sovereign nations. Nonpublic elementary and secondary schools and public-school operators are covered employers as to their noncertified staff. Municipal employees and certified employees of public-operators can collectively bargain to participate in CT Paid Leave. The State of Connecticut is a covered employer under CT Paid Leave as to its non-unionized employees, while unionized employees can bargain to participate in the program.
3. CT Paid Sick Days does not (1) apply to employers that participate in multi-employer health plans requiring contributions from multiple employers and maintained under a collective bargaining agreement between employers and construction-related tradesperson unions, (2) apply to self-employed people or (2) override certain collective bargaining agreements. Seasonal employees who work 120 days or less per year are not covered.