



Connecticut Paid Leave

WELCOME

September 16, 2026

AGENDA

- General Housekeeping Items
- Resources
 - Folder
 - Leave Management Conference Landing Page
- Leave Request Process
- Scenarios

Leave Request Process

Employee Notification

Employee lets you know they need time away from work for a potentially qualifying reason



Employer Analysis – Part 1

Does employee have a legal or policy right to job-protected leave?



Employer Analysis – Part 2

What are the potential sources of income available to the employee while on leave?

Potential Sources of Job Protected Leave

- An employee may be eligible for leave from the following sources:
 - CT FMLA only
 - Federal FMLA only
 - CT and federal FMLA running concurrently
 - Neither CT nor federal FMLA but another law that offers leave
 - Employer policy and/or collective bargaining agreement
- When considering a leave request, be sure to analyze each of these options

CT FMLA

- Covered Employer:
 - 1 or more employees
 - Exclusions – most public sector employers except State of CT
 - Special rules for schools
- Eligible Employee:
 - 3 months (13 weeks) worked immediately preceding leave
- Entitlement:
 - Up to 12 weeks of job-protected leave for most leave reasons
 - Up to 2 extra weeks for incapacity during pregnancy
 - Up to 26 weeks for military caregiver leave
- Notice required by employee:
 - 30 days in advance if foreseeable
 - As soon as practicable if not
- Employers' Responsibilities:
 - General:
 - Post or distribute CT FMLA/ CT Paid Leave Notice
 - Specific:
 - Process FMLA leave requests
 - Provide Notice of Eligibility and Statement of Rights & Responsibilities
 - Provide Designation Notice
 - Track leave usage
 - Refrain from discrimination/retaliation

Federal FMLA

- Covered Employer:
 - 50 employees within 75 mi radius including public sector employers
- Eligible Employee:
 - 1250 hours worked in previous 12 months
 - 12 months employed - cumulative
- Entitlement:
 - Up to 12 weeks of job-protected leave for most leave reasons
 - Up to 26 weeks for military caregiver leave
- Notice required by employee:
 - 30 days in advance if foreseeable
 - As soon as practicable if not
- Employer's responsibilities:
 - General:
 - Post/distribute federal FMLA poster
 - Specific:
 - Process FMLA leave requests
 - Provide Notice of Eligibility and Statement of Rights & Responsibilities
 - Provide Designation Notice
 - Track leave usage
 - Refrain from discrimination/retaliation

Safe Leave/Family Violence Leave

- Covered Employer:
 - 3 or more employees
 - **Including** the state and political subdivisions of the state
- Eligible Employee:
 - No special eligibility requirements
- Entitlement:
 - Up to 12 days of unpaid leave in a calendar year
- Notice required by employee:
 - 7 days in advance if foreseeable
 - As soon as practicable if not
- Employers' Responsibilities:
 - Specific:
 - Process safe leave request
 - Refrain from discrimination/retaliation

Unpaid Leave As a Reasonable Accommodation

- **For individuals with disabilities:**

- Americans with Disabilities Act
 - Employer size: 15 or more employees
- CT Fair Employment Practices Act
 - Employer size: 3 or more employees

- **For pregnant workers:**

- Pregnant Workers Fairness Act
 - Employer size: 15 or more employees
- Pregnancy Discrimination Act
 - Employer size: 15 or more employees
- CT Fair Employment Practices Act - specifically § 46a-60(b)(7)

Potential Sources of Income Replacement

- An employee may be able to receive money while on leave from one or more of the following sources:
 - Earned accruals (sick leave, vacation leave, etc.)
 - Other employer-provided paid time off
 - Group short-term or long-term disability insurance
 - Workers' Compensation benefits
 - CT Paid Leave program (or CT Paid Leave-approved private plan)

CT Paid Leave Program

- Covered Employer:
 - 1 or more employees
 - Exclusions – most public sector employers except non-union employees of State of CT
 - Special rules for schools
- Eligible Employee:
 - \$2325 in highest earning quarter in base period from 1 or more covered employers AND
 - Currently employed by a covered employer or employed by a covered employer within 12 weeks before start of benefits
- Entitlement:
 - Up to 12 weeks of benefits for most leave reasons
 - Up to 2 extra weeks for incapacity during pregnancy
 - Up to 12 days for safe leave
- Notice required by employee:
 - No sooner than 30 days before need for benefits
 - No later than 45 days after need for benefits (unless just cause for delay)
- Employers' responsibilities
 - General:
 - Deduct & remit 0.5% from employees' paychecks (up to Social Security contribution limit)
 - Post /distribute CT FMLA/ CT Paid Leave Notice
 - Specific:
 - Complete Employment Verification Form
 - Refrain from discrimination/retaliation

Paid Sick Leave Law (aka Mandated Earned Accruals)

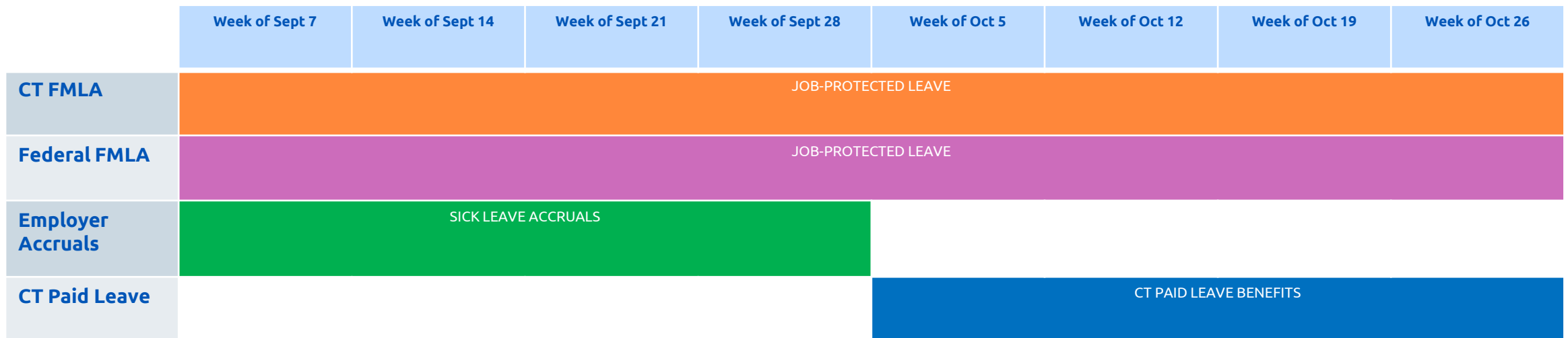
- Covered Employer:
 - On 1/1/26 – all employers with 11 or more employees;
 - On 1/1/27 – all employers with 1 or more employees
- Eligible Employee:
 - All employees who are employed by their employer for at least 120 calendar days
 - Except, the following are excluded:
 - Seasonal workers who work less than 120 days per year
 - Employees in construction-related tradesperson employee organizations
- Entitlement:
 - 1 hour of sick time for every 30 hours worked up to 40 hours per year
- Notice required by employee:
 - N/A
- Employers' responsibilities
 - Post required Paid Sick Leave notice
 - Refrain from requiring documentation to support time off
 - Refrain from discrimination / retaliation

Putting it into practice: W.E. Coyote Part 1

- ACME Industries has 100 employees working in CT
- W.E. Coyote is a full-time employee who has worked for ACME for 10 years.
- He has 4 weeks of sick leave accruals and 2 weeks of vacation time
- W.E. injures his hands in a non-work-related fireworks accident and needs to be out of work for 8 weeks.
- WHAT JOB-PROTECTED LEAVE IS AVAILABLE TO W.E.?
- WHAT SOURCES OF INCOME ARE AVAILABLE TO HIM?

W.E.'s leave & income replacement usage

- W.E. is eligible for CT FMLA & federal FMLA leave and for income replacement through CT Paid Leave.
- He will use 8 of potential 12 weeks of CT FMLA
- He will use 8 of potential 12 weeks of federal FMLA
- ACME can require him to use all 4 weeks of his sick leave accruals but not the 2 weeks of vacation accruals
- W.E. will use only 4 weeks of potential 12 weeks of CT Paid Leave benefits



Putting it into practice: W.E. Coyote Part 2

- In June, W.E. takes a new job with Road Runner LLC
 - Road Runner LLC has 125 employees working in CT
 - His mom is scheduled for surgery on November 2nd
 - He needs to take 3 weeks to care for her during her recovery from surgery
 - He has 5 days of PTO
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- WHAT JOB-PROTECTED LEAVE IS AVAILABLE TO W.E.?
 - WHAT SOURCES OF INCOME ARE AVAILABLE TO HIM?

W.E.'s leave & income replacement usage

- W.E. is eligible for CT FMLA leave
 - With the new employer, he has a new allotment of CT FMLA time
 - He will use 3 weeks out of the possible 12 weeks available
- W.E. is not eligible for federal FMLA leave
- Roadrunner cannot require him to use his 5 days of PTO
- W.E. is eligible for CT Paid Leave benefits
 - CT Paid Leave benefits are tied to the employee, not the employer, so he does **not** get a new allotment of CT Paid Leave benefits
 - He will receive 3 weeks of benefits out of the possible 8 still available

	Week of Nov 2	Week of Nov 9	Week of Nov 16
CT FMLA	JOB-PROTECTED LEAVE		
Federal FMLA			
Employer Accruals			
CT Paid Leave			



Connecticut
Paid Leave

Thank You