



# Implementation of PA 24-5



# Key Components of P.A. 24-5

Effective October 1, P.A. 24-5:

- Defines municipality in CT Paid Leave and CT FMLA as “any metropolitan district, town, consolidated town and city, consolidated town and borough, village, fire and sewer district, sewer district and each municipal organization having authority to levy and collect taxes”
- Requires healthcare providers to display CT Paid Leave information in a manner that is accessible to patients and their caregivers
- Amends the CT Family Violence Leave Act to include victims of sexual assault
- Establishes a mechanism for tribes to participate in CT Paid Leave



# Definition of Municipality

- **Priority**: entities that will no longer be considered a municipality and will be covered employers as of October 1, 2024.
- Outreach:
  - Contacted lists of housing authorities, transit districts and health districts & associations and unions that represent municipal entities with ask to collaborate and/or share information (ex: CCM, COST, CT Library Consortium)
- Webinars and events:
  - June 20 and September 16 virtual information sessions
  - July 10 with local health directors
  - August 14 in partnership with the CT Library Consortium
  - August 15 in partnership with CCM
  - August 26 presentation at CONN NAHRO convention



# Definition of Municipality (continued)

- Materials:
  - Fact sheet outlining new definition and what it means
  - 9/16 webinar recording available on CT Paid Leave's YouTube Channel
- Website:
  - Updated instructions on how to register as an employer for government entities that are not municipalities

3

## Enter additional business information



When registering as an Employer, respond to the following fields as stated below:

- Business Type -- Select the business type that best categorizes your business
  - Tribal authority/Tribal Enterprise: a tribal enterprise that is beginning to participate due to an agreement with the Connecticut State Governor
  - Municipality/Board of Education (as a result of collective bargaining): municipality or board of education that is beginning to participate due to a collective bargaining agreement
  - Governmental entity that is not a municipality: Effective Oct 1, 2024, the definition of a municipality changes some previously excluded governmental entities from CT Paid Leave to now be covered employers. Learn more about covered employers if you are unsure if this applies to your business.
  - Sole Proprietorship: you earn self-employment income as defined by the IRS at 26 USC 1402(b).
  - If none of these apply to your business, select the most appropriate business classification.
- Date you first had Connecticut workers -- This information will be used for determining the date from which contributions are required. The date you should enter depends on how you became a covered employer.
  - Negotiated to participate: A tribal enterprise, municipality, or board of education that is beginning to participate due to an agreement, enter the effective date of the agreement.
  - Covered employer due to the changed municipality definition: Enter October 1, 2024.
  - All others: Enter the date you first had Connecticut workers. If your business had Connecticut workers prior to Jan 1, 2021, you may enter Jan 1, 2021 as the date.
- Number of Connecticut employees -- The value selected should include only participating employees working in Connecticut, even if you have employees in other states.
- Total annual payroll for Connecticut employees -- The value should be the total payroll for the participating employees working in Connecticut for the previous year.
- Payroll frequency -- Select the option which most accurately reflects the frequency your employees working in Connecticut are paid.
- How will your business remit payments on behalf of employees -- Select the option that indicates who will be remitting your contribution payments.

Confirm the information entered is correct and click Next.

*Updated instructions on registering as a new employer*

# Healthcare Provider Outreach

- Developed flyer in English and Spanish, now available on [ctpaidleave.org](https://ctpaidleave.org) ("Basic Information Flyer")
- Collaboration with Department of Public Health
- Distributed flyer and information about new requirement to listserv of approximately 74,000 licensed healthcare providers



**Connecticut Paid Leave**

**¿NECESITAS TIEMPO PARA CUIDAR?**

**CT Paid Leave puede ayudar.**

CT Paid Leave proporciona dinero a los trabajadores elegibles que necesitan ausentarse del trabajo sin pago.

**¿CUÁNDO SE PUEDE RECIBIR CT PAID LEAVE?**

- Cuidar su propia condición de salud grave o la de un miembro de su familia
- Embarazo o vínculo con un nuevo hijo
- Abordar circunstancias resultantes de violencia familiar o agresión sexual
- Abordar situaciones relacionadas con el servicio militar activo de un miembro de la familia

**Aprende más: [ctpaidleave.org](https://ctpaidleave.org)**

**Escanear aquí**



*Healthcare provider flyer in Spanish*



**Connecticut Paid Leave**

**DO YOU NEED TIME TO CARE?**

**CT Paid Leave is here to help.**

CT Paid Leave provides money to eligible workers who need to take unpaid time off from work.

**WHEN CAN YOU USE CT PAID LEAVE?**

- Caring for your own or a family member's serious health condition
- Pregnancy and bonding with a new child
- Dealing with family violence or sexual assault
- Addressing situations related to a family member's active military service

**Learn more: [ctpaidleave.org](https://ctpaidleave.org)**

**SCAN HERE**



*Healthcare provider flyer in English*



Pediatrician's office in CT displaying CT Paid Leave information in their visiting room



# Additional Priorities for Implementation

- Coverage of victims of sexual assault under the CT Family Violence Leave Act
  - Updated written and online materials to include victims of sexual assault
  - Partnership with CT Alliance to End Sexual Violence through Community Education Coordinators Initiative
- Outreach to Mashantucket Pequot and Mohegan tribes

## **Miscellaneous outreach:**

- Monthly legislator newsletter highlighting P.A. 24-5 and implementation
- Press release distributed on September 30



**Thank you!**