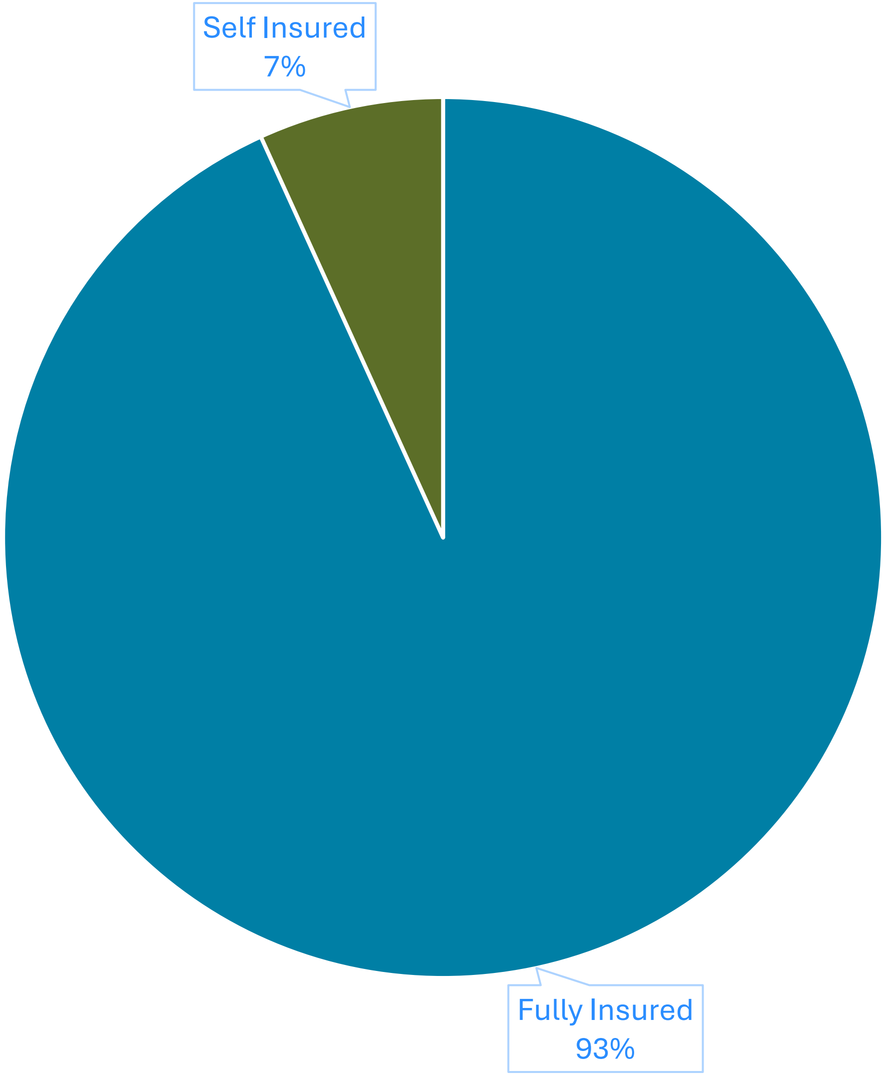
Connecticut
Paid Leave

CTPL Private Plans

July 9, 2026

868 Employers with Active Private Plans as of 7/1/2026



<u>Related/Unique Accounts</u>

- Estimated 422 private plans apply to only one employer
- Remainder involve more than one employer (e.g., parent/subsidiaries)

<u>Total Applications Reviewed Since Inception – 2,058</u>

- ~86.4% Approved
- ~8.5% Denied
- ~5% Withdrawn

(5 applications currently pending)

17 Insurance Carriers are providing the insurance coverage for fully insured plans

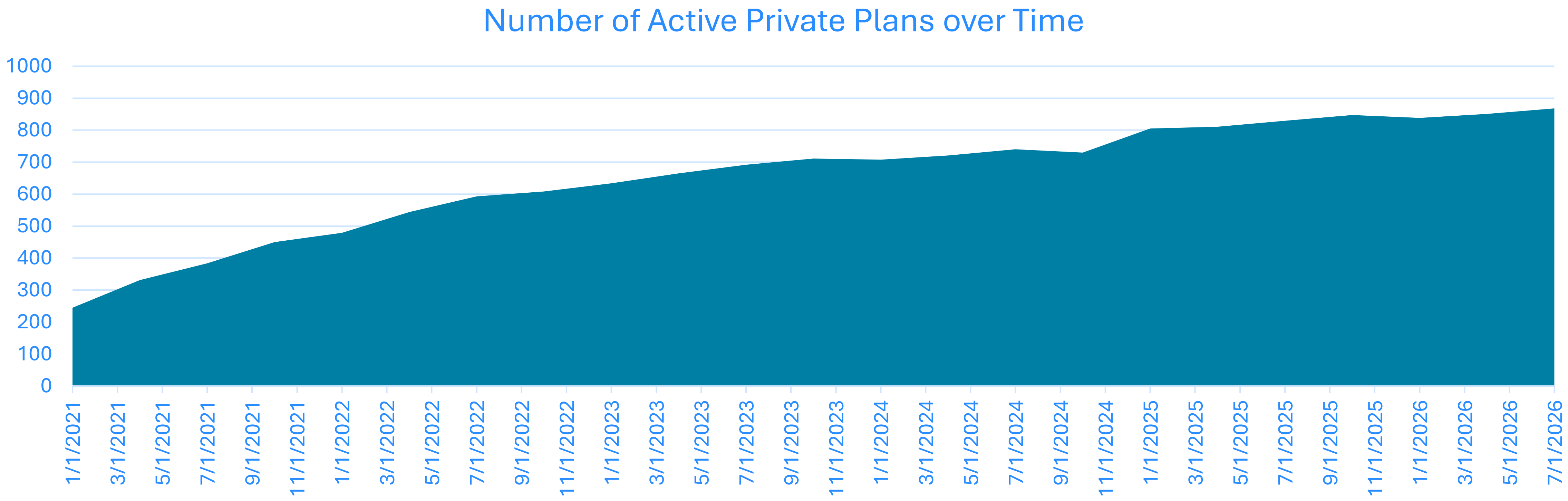
<u>Oldest Private Plans</u>

- 147 employers have had an active private plan exemption since 1/1/2021 (Note-in January, that number was 154)
- Another 162 employers were approved later in 2021, but before 1/1/2022

309 have not been covered for benefits under the public program.

- 59,940 employees currently covered by a private plan exemption (~4%)
  - Massachusetts: ~33%
  - New Jersey: 24.4% TDI (Medical Leave) / 0.7% for FLI (Family Leave)
  - California: 3.4%
  - Washington: 3% (91% of those cover both medical and family leave).

- 868 employers is ~0.5% of total covered employers



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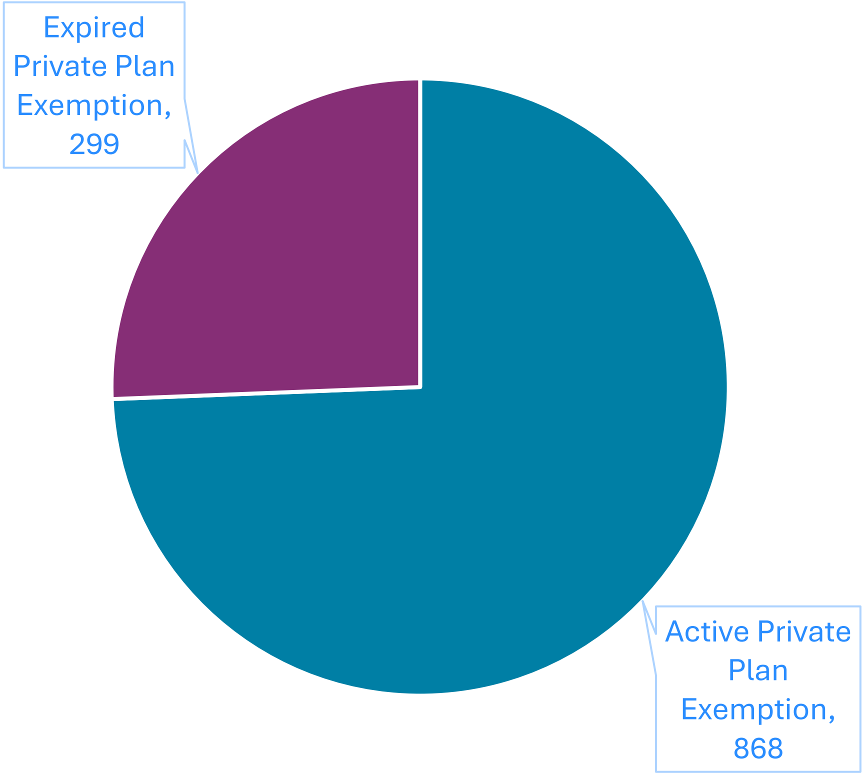
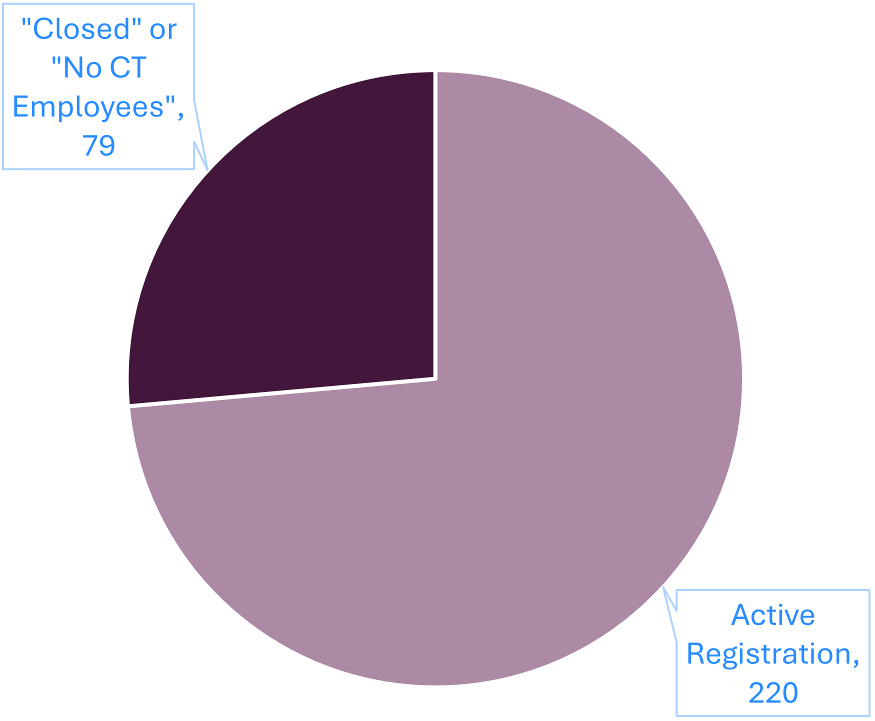
Historical Information

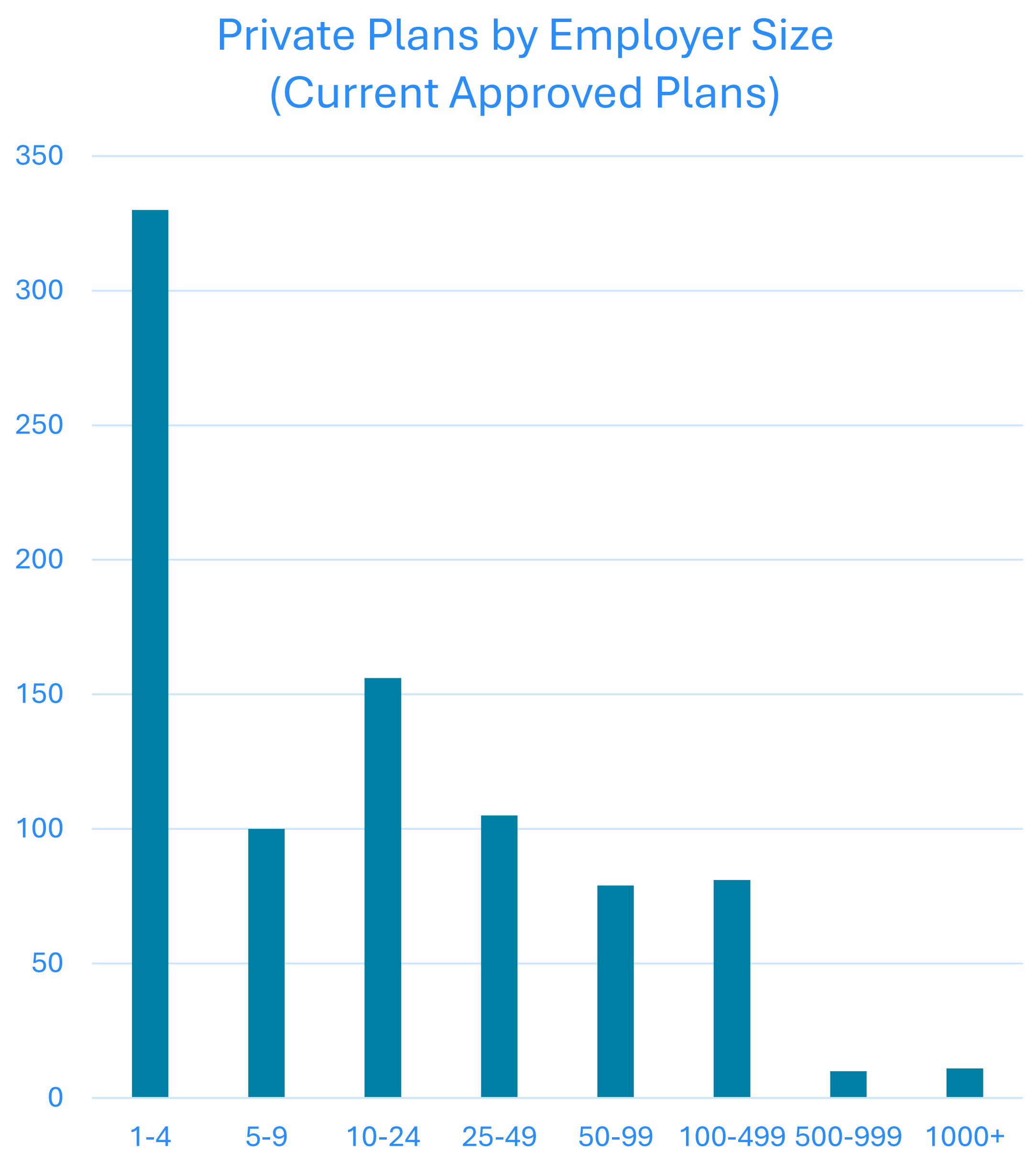
1,167 Employers have been approved for a private plan at some point since 2021

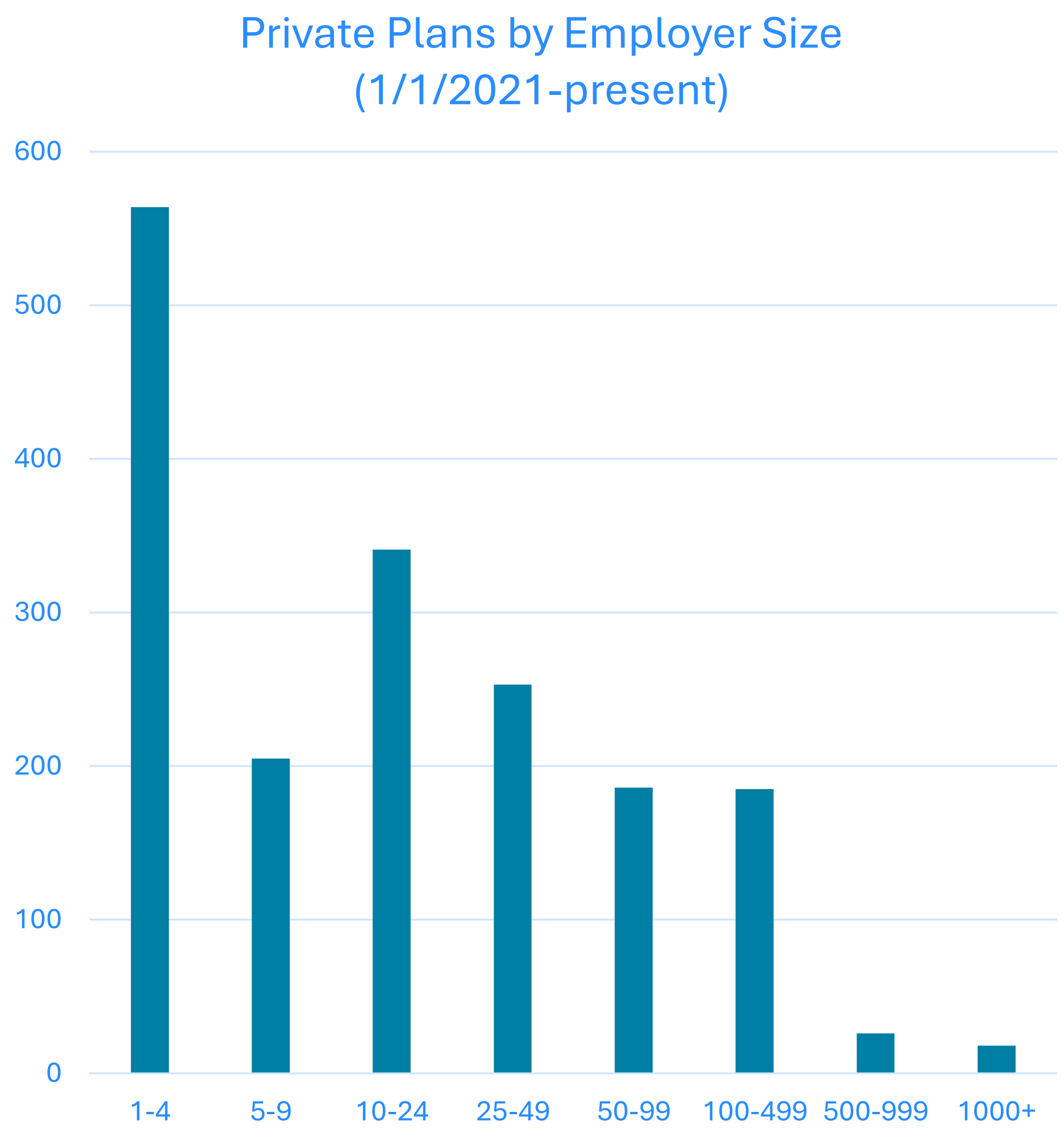
Private Plan Employers – Currently Active vs. Expired



Expired Private Plans and their Current Registration Status

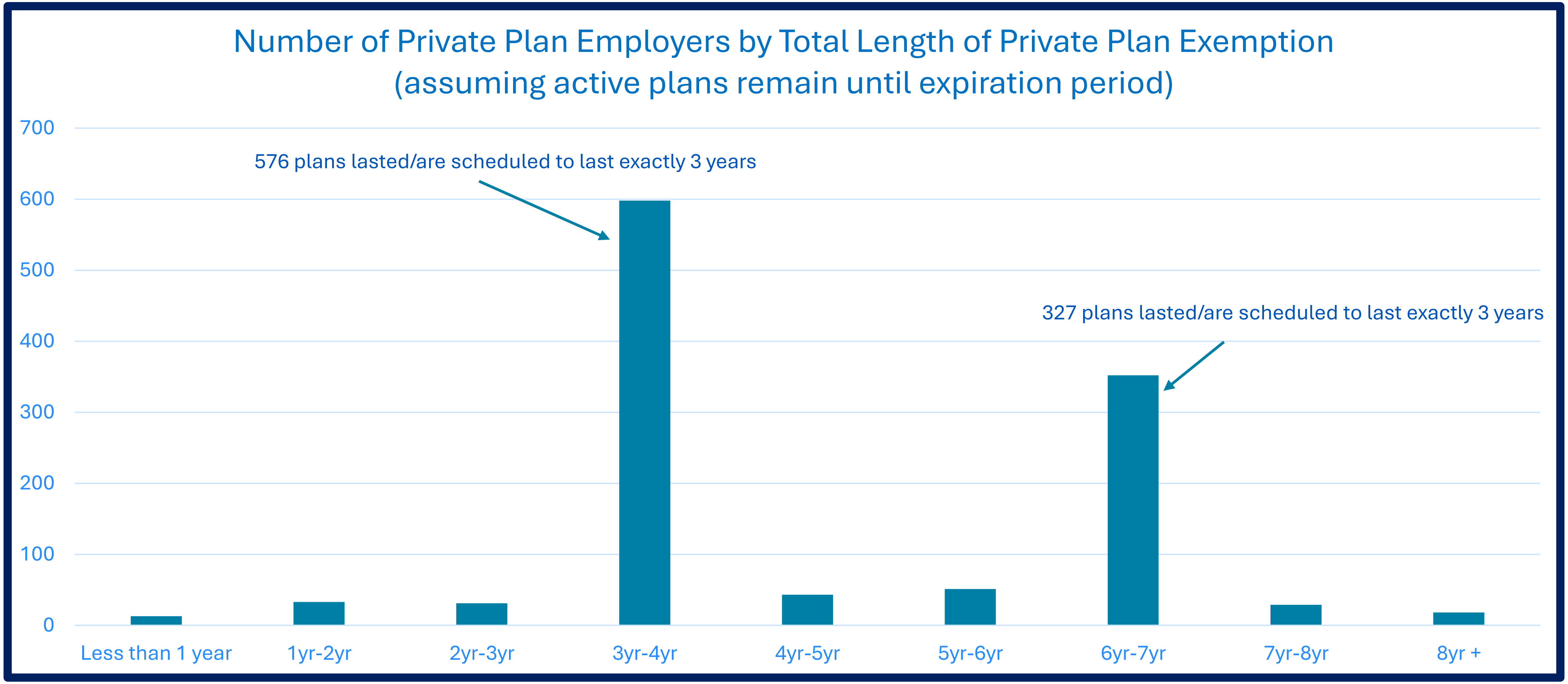



Private Plans by Employer Size
(Current Approved Plans)
350
300
250
200
150
100
50
0
1-4
5-9
10-24
25-49
50-99
100-499
500-999
1000+


Private Plans by Employer Size
(1/1/2021-present)
600
500
400
300
200
100
0
1-4
5-9
10-24
25-49
50-99
100-499
500-999
1000+

Average Length of an individual Private Plan Exemption (max = 3 years): just under 2 years, 9 months

Average Length that an Employer has a Private Plan Exemption (chaining multiple applications): 4 years, 2 months



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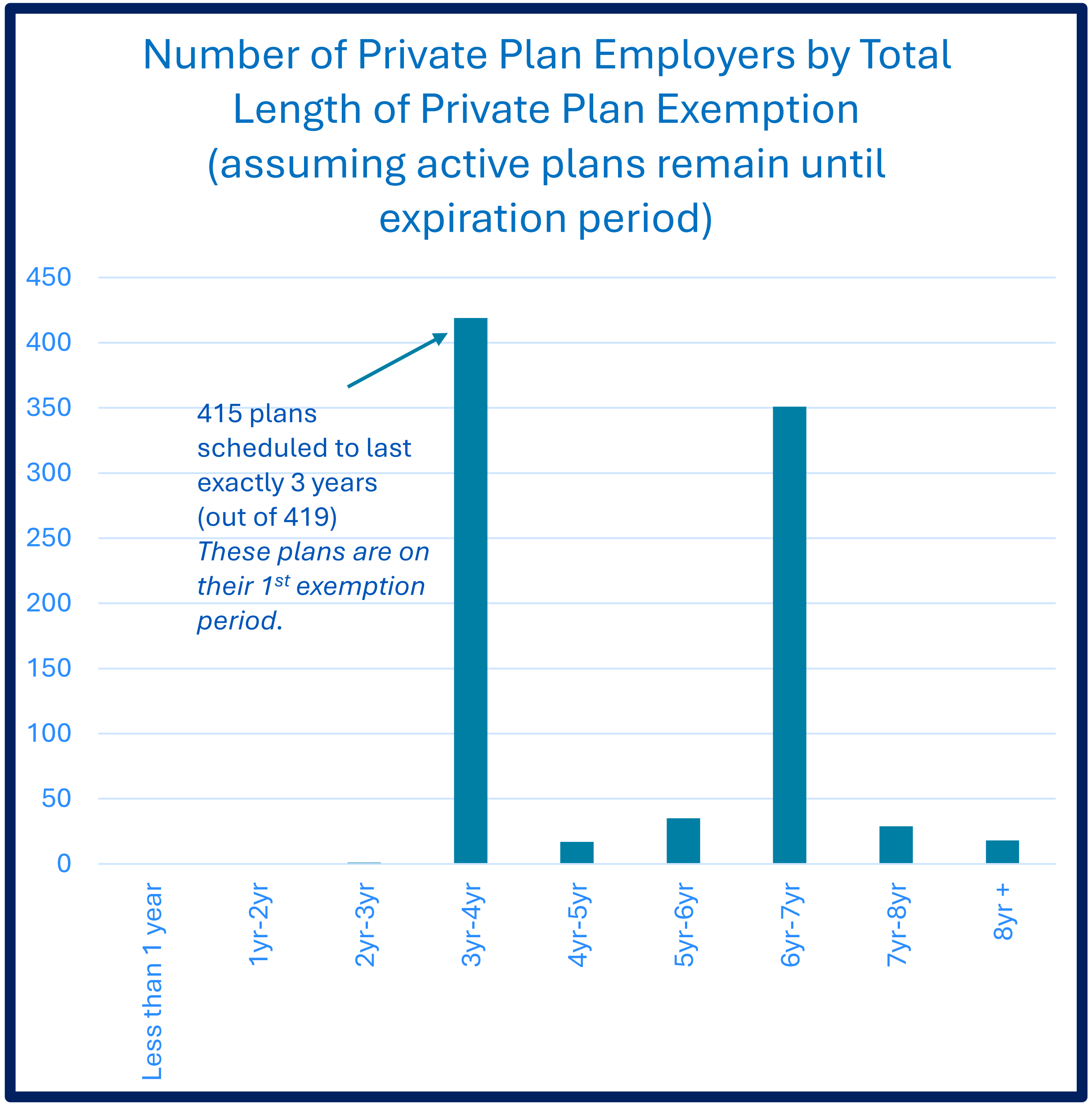
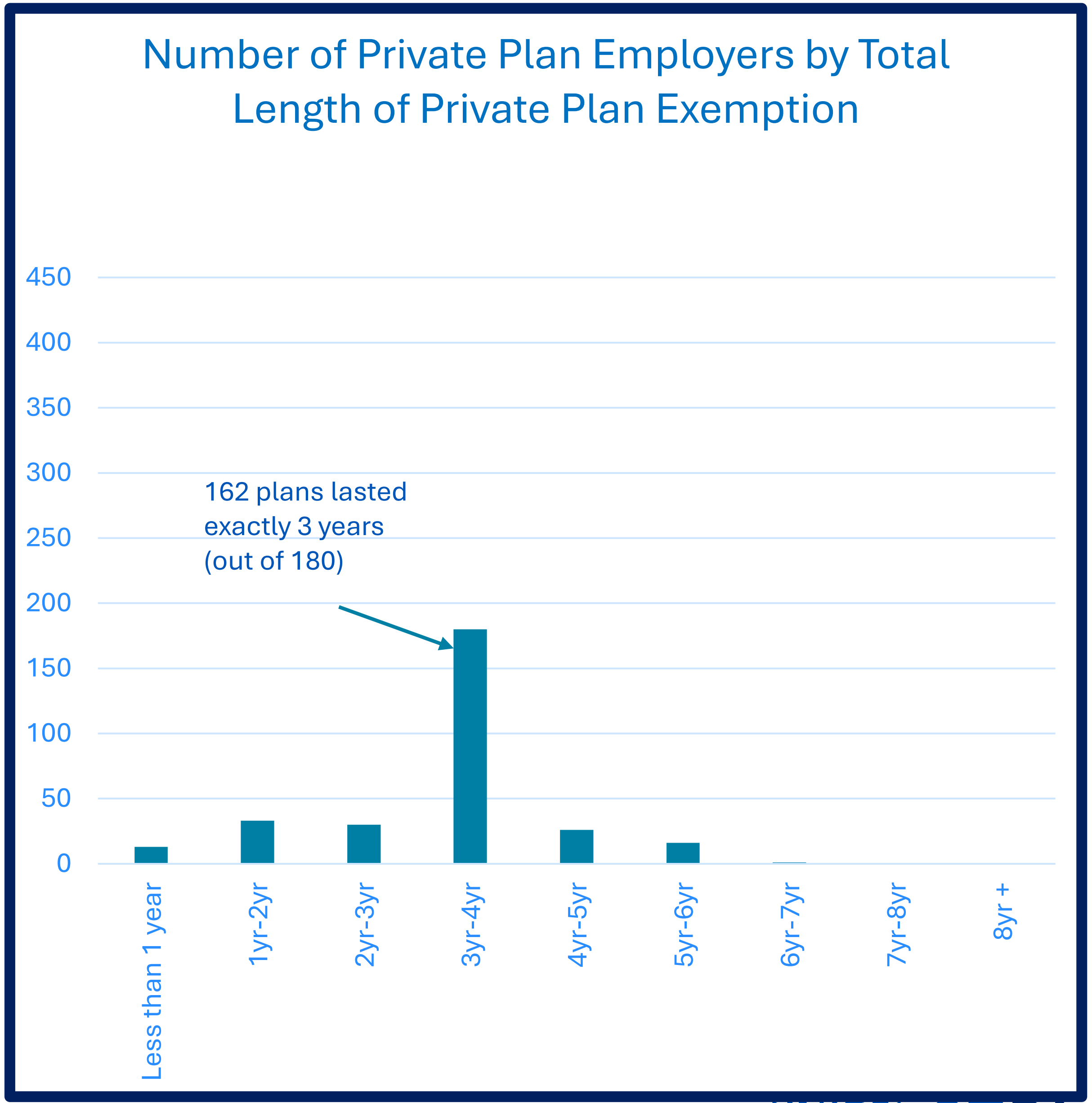
Current Active Exemptions



Expired Exemptions



Question – Why are employers electing to utilize a private plan, rather than stay with the public program?

Challenge - How to best understand employers motivations without seeming like we are discouraging them from utilizing a private plan.

Plan - A survey will be created and shared with employers as part of the private plan application process:
- Voluntary and anonymous;
- Will be provided after the private plan exemptions are approved;
- Will provide several options to select, including selecting multiple reasons, and an open text for "Other"

Would like to keep the survey short to better increase response rate.

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Thank You