

Consolidated Policies - Updates

Public Act 24-5
(SB 222)

Contribution Changes

Collective Bargaining
of
Municipalities/Boards
of Education

Claims – Employer
Details/Regular Work
Schedule

Pregnancy/Bonding
Claims

Clean Up/Corrections

Other

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Legislative Changes

New Legislation:

- Remove separate test to determine if an entity is a municipality
- Acknowledge tribal employers may participate according to terms of MOU with the State
- Specify that the restriction on receipt of benefits for government programs during leave applies only to “income replacement benefits” under those programs
 - Add exemption due to the receipt of benefits from the Office of Victims Services
- Expand references to Family Violence leave to also include Sexual Assault. Update the form name from Family Violence Statement to Safe Leave Statement.
- Reference the ability to charge interest for failure to comply with an overpayment recovery plan
 - (Not specific to statutory change – remove the delay in overpayment recovery)

BREAKING NEWS:

- Public Libraries under the definition of Municipality:
 - Municipal libraries are part of the municipality (exempt from CTPL unless collectively bargain to participate)
 - Association libraries are not municipal employers (participate in CTPL)

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Contributions/Participation through Collective Bargaining

Contribution-specific changes:

- Audits of Contributions:
 - Define and Require cooperation with audits – typically requires response within 10 business days of a request
 - Indicate that the Authority will provide a document transfer system for audits for employers. Authority may use the employer's own system if it is acceptable.
- Require good cause for late challenge to penalty notices
- Clarify that while the Authority will not charge multiple penalties to the same unpaid contribution amount, we still may correct the amount of unpaid contributions (which may result in change to the penalty amount)

Collective Bargaining – Municipalities/Boards of Education:

- Clarify the timeline of participation – use the date of the participation within the CBA rather than the effective date of the overall CBA (still requires advanced registration with Authority)
- Indicate that the Authority may request documentation during the registration process (specifically, a copy of CBA and information about the covered population)

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Claims-related Items

Details about the Regular Work Schedule and Employer-provided Benefits:

- If employee is no longer employed, we will use the schedule in place as of the last date of employment
- Allow the use of an alternate reasonable schedule if the documented schedule is unclear
- Indicate that we may reach out to non-participating employers under limited circumstances
- Treat jury duty, military reserve commitments, incarceration, and other intervening events during a leave the same as holidays/company shutdowns when impacting the paid leave
- No longer consider whether severance payments require a release of claims (mirror UI treatment)

Pregnancy / Bonding:

- Employer agreement not required in order to approve intermittent or reduced schedule bonding
- Include requirement about notification of the date of birth for bonding
- Reenforce that the bonding leave immediately following the recovery from childbirth (i.e. no return to work) will be treated as the same claim, with no change in benefit calculation nor a re-run of eligibility
- Accept the Department of Public Health's Acknowledgement of Parentage form as valid proof of birth
- Update the form name from Certification of Birth form to Documentation of Parental Relationship form

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Other

General Clean-up:

- Consistency of capitalization and key terms
- Grammar corrections – missing end parenthesis, extra text
- Remove the specific citations to sections of the Private Plan Policy, due to changes to that policy

Other:

- Remove any waiting period for new employers (never enforced)
- Indicate that delays due to the pending Wage Verification form would not count toward the five business day turnaround time for eligibility review