

The background of the slide is a solid blue color. Overlaid on this is a large, stylized pattern of leaves and branches in a lighter shade of blue. The pattern is dense and fills the upper two-thirds of the slide. The leaves are simple, elongated shapes with pointed tips, and the branches are thick, curved lines that connect the leaves.

Updates to Consolidated Policies

May 2025

Proposed Revisions to Consolidated Policies

Merge Glossary into Consolidated Policies

- Primarily definitions related to the program
- Retire Glossary

Employer Eligibility

- Clarify that RESCs and Charter Schools can negotiate to participate via Collective Bargaining Agreement

Contributions / Social Security Cap

- Allow “successor employers” to consider earnings under predecessor toward the SS Cap

Claim Documentation

- Allow confirmation of details in writing, electronically, or verbally, at the Authority’s discretion

Employer Portal Claim Access Process

- Employers now have the option to see limited information about their employees’ claims (e.g. approval/denial, dates of approval, and amount of payments)
- Before access is granted, the Authority will require confirmation from employer of right to view claims details (e.g. wage information previously submitted)

Third Party Authorization

- In case of the inability of employee to participate in claims process, what methods will allow a third party to act on the employee’s behalf
- Several options available (Third party authorization form, court appointment, power of attorney, executor of estate in case of death, or health care provider certification of inability to participate in claims process)
- Payments can still only be made to the claimant themselves or to their estate

Question about Definitions and the Consolidated Policies

Should definitions be repeated in the Consolidated Policies if they are codified elsewhere in the law?

Definitions come from:

- the CT Paid Leave Act,
- CT Family and Medical Leave Act,
- the Federal Family and Medical Leave Act,
- regulations tied to CT and Federal FMLA,
- specific statutory citations (e.g. Title 7 for the definition of Municipality, Title 46b for definition of Family Violence)

Options:

- Repeat statutory/regulatory definitions in the Consolidated Policies
- Do not include definitions if they are in an applicable statute or regulation
- Vary based on importance, ease of use, and proximity to the CT Paid Leave Act

Status of 2025 Policy Priorities

Completed	In progress	Summer / Early Fall	Later this Year
<ul style="list-style-type: none">• Private Plan Policies and Procedures• Employee Handbook	<ul style="list-style-type: none">• Third Party Ability to File Paid Leave Claims	<ul style="list-style-type: none">• Private Plan Audit Guide Revisions• Plan of Operations / By-laws review	<ul style="list-style-type: none">• Conflict of Interest policy• Policy regarding solvency of public trust fund, as related to Private Plans