



How CT Paid Leave Can Help You Start or Expand Your Family

Adoption + Bonding

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Overview

- **Reasons for leave**
- **Duration of benefits**
- **Ways to take leave**
- **Application process**

Reasons for Leave - Adoption

Adoption is when a person assumes the permanent and legal relationship of being the parent of a child

Bonding Leave may be taken for the following reasons:

- Pre-Adoption Activities, such as:
 - required counseling sessions,
 - court appearances and
 - travel to different localities.
- Bonding with the Child Upon Legal Adoption:
 - Time taken to allow a parent to develop a mutual emotional and psychological closeness with the child upon the legal adoption of the child.

Duration of Benefits

- Eligible employees may receive CT Paid Leave benefits for up to 12 weeks of paid leave benefits in a 12-month period.
- An employee's entitlement to take FMLA leave and receive CT Paid Leave benefits for adoption ends at the end of the 12-month period beginning on the date of the placement.

Ways to take leave

In connection with **pre-adoption activities** leave can be taken as :

- **Block** – a continuous absence for a single reason
- **Intermittent** – separate, non-consecutive time periods rather than a single span of time.
- **Reduced Schedule-** reduces an employee's usual number of working hours per week, or hours per day for a period of time.

Bonding leave can be taken as:

- Block, or
- *With employer approval* - intermittent or reduced schedule.

Application Process



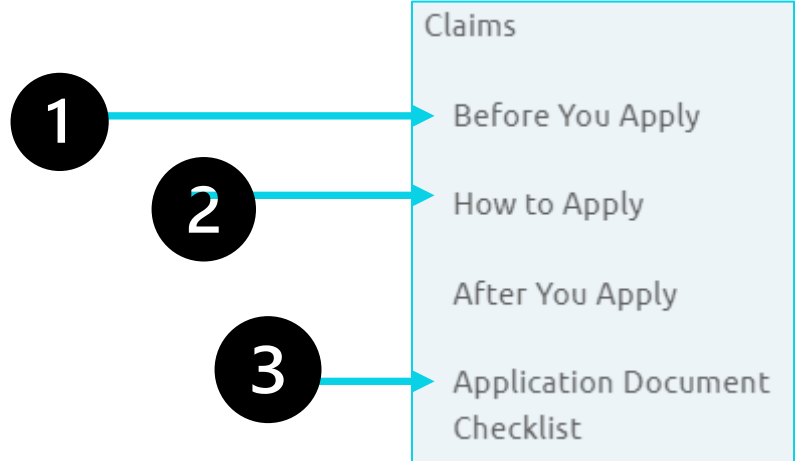
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