



Connecticut Paid Leave

Our Journey to becoming a fully operational agency

November 30, 2021

How We Started

Statute passed in July 2019

Law established the Paid Family and Medical Leave Authority (all businesses with one of more employees)

Made extensive changes to Connecticut's current FMLA, (job protection after 3 months, no hours worked); AND

Established the paid leave benefit

Agency Incubation

- Independent Quasi-Governmental agency
- Incubated by the Department of Administrative Services
 - Accounting
 - IT support
- CEO hired in January 2020, started in March 2020
- 15-person Board of Directors
- Collaboration with other state agencies:
 - Department of Insurance
 - Department of Labor
 - Department of Revenue Services
 - Office of the Treasurer
 - Department of Economic and Community Development

Year 1

- Create a year-long work plan
- Build a team
- Select a vendor to build a website, registration system and contribution collection system
- Establish policies and procedures for all agency major functions
- Create an applications process for private plans; review and approve private plans
- Work with state agency partners to establish key agency functions
- Educate and support small businesses
- Plan and execute outreach and engagement efforts
- Partnership with United Way as a support center
- Establish the Trust Fund
- Establish procedures for accepting and managing contributions to the Trust Fund

Year 2

- Accept and track contributions to the Trust Fund
- Approve private plans
- Select a vendor partner for claims administration
- Continue outreach, education and engagement efforts
- Work with vendor partner to establish claims administration
- Work with Department of Labor to create an appeals process for denied paid family and leave claims
- Educating and supporting small businesses

Where We Are
Now



Agency Metrics



Staff of 25



Completely Remote Operation



Monthly Board and Committee Meetings



95 webinars held



Website: www.ctpaidleave.org

Program Metrics – As of 11/9/2021

122,979

- Businesses Registered

\$300,127,058

- Contributions received or in transit (as of 11/8/21)

438 Approved Private Plans

- 389 insured
- 49 Self-insured

254

- Open Contact Us Inquiries

23,797

- Contact Us Inquiries Closed Since Sept. 2020

882 Tax Accountants/TPAs Registered

- 428 TPA's
- 454 Tax Accountants





Connecticut Paid Leave

*Outreach &
Engagement*



CTPL

Media Plan Recap

Radio

- 17 English Language Stations
- 8 Spanish Language Stations
- Over 4,000 commercials, plus additional PSA's
 - Ten interviews already completed or confirmed
- Added value banner ads on station websites

Print

- La Voz Hispana (Spanish) – 528k (nearly 15% of state population)
- White Eagle (Polish) - 284k (over 8% of state population)
 - Inquiring News - 55k

Outdoor

- over 5 million impressions per week
- two digital boards rotating at all times
- Coverage in Hartford, New Haven and Fairfield Counties

Transit – Buses

- 12 buses total
- Route covers lower Ffld County from Norwalk to Greenwich
- 5.4 million impressions over 12 weeks

Digital

- Static banner ads, video pre-roll ads, streaming audio ads (Spotify, Bloomberg, iHeart), and CTV/OTT ads
 - Demographically and geographically targeted
 - English and Spanish

MetroNorth

- 23 units, 8 week duration
- Strategically chosen stations will include New Haven, W. Haven, Milford, Stratford, Bpt, East Norwalk, So. Norwalk, Stamford

Transit (Buses in Lower Fairfield County)



Military Outreach

Outreach

Connecticut Paid Leave

CT PAID LEAVE FOR MILITARY FAMILIES

CT Paid Leave offers up to 12 weeks of income replacement benefits for qualifying reasons, starting in January 2022.





Military Caregiver Leave

Military caregiver leave is taken by a worker to care for a covered family member who is in the military and has experienced a serious injury or illness that happened in the line of Federal active duty, while on duty in the Armed Forces.



Qualifying Exigency Leave

Qualifying exigency leave is taken by a worker to engage in certain activities when a spouse, child or parent is on Federal active duty, or has been notified of an impending call to order to active duty in the Armed Services.

Eligibility Criteria For CT Paid Leave

to be eligible for income replacement benefits as a military family member for either Military Caregiver Leave or Qualifying Exigency Leave, you must meet the following criteria:

- Currently employed with a covered employer, or had been employed by a covered employer within the 12 weeks immediately preceding the leave.
- Earned at least \$2,325 in the highest earning quarter of the previous four of the five most recently completed quarters (wages from multiple covered employers may be combined and wages include salary and/or hourly pay, vacation pay, holiday pay, tips, commissions, severance pay, or the cash value of any "in kind" services).

Job Protection Eligibility Under CT FMLA
Effective January 1, 2022

Up to 26 weeks of job protected leave are available for Military Caregiver Leave.

- You may be eligible for job protected leave after three months of employment.
- There is no hours worked requirement or minimum earning requirement to qualify for job protection under CT FMLA.

For more information, visit our website at CTpaidleave.org or scan the QR code.



Connecticut Paid Leave

LA LICENCIA PAGADA DE CT PARA FAMILIAS DE MILITARES

La licencia pagada de CT ofrece hasta 12 semanas de beneficios de reemplazo de ingresos por razones de calificación a partir de enero de 2022.





Licencia de cuidador militar

Un trabajador puede tomar la licencia de cuidador militar para cuidar a un miembro cubierto de su familia que está en el ejército y ha sufrido una enfermedad o lesión grave que sucedió en el cumplimiento del servicio activo Federal en las Fuerzas Armadas.



Licencia por exigencia calificada

Un trabajador puede tomar la licencia por exigencia calificada para participar en ciertas actividades cuando un cónyuge, padre, o hijo está en servicio activo Federal o ha sido notificado de una inminente llamada al orden para el servicio activo en las Fuerzas Armadas.

Criterios de elegibilidad para la licencia pagada de CT

Para ser elegible para recibir los beneficios de reemplazo de ingresos como miembro de la familia de un militar, ya sea para una licencia de cuidador militar o una licencia por exigencia calificada, debe cumplir con los siguientes criterios:

- Actualmente empleado por un empleador cubierto o ha sido empleado por un empleador cubierto dentro de las 12 semanas inmediatamente anteriores a la licencia.
- Ganó al menos \$2,325 en el trimestre con mayores ingresos de los cuatro trimestres anteriores de los cinco trimestres completados más recientemente (puede combinar los salarios de varios empleadores y salarios incluyen salario y/o pago por hora, pago de vacaciones, pago de festivos, propinas, comisiones, indemnización por despido, y el valor en efectivo de cualquier servicio "en especie").

Elegibilidad para protección laboral bajo la FMLA de CT
Efectivo a partir del 1 de enero de 2022

Están disponibles hasta 26 semanas de licencia con protección laboral para licencia de cuidador militar.

- Puede ser elegible para una licencia con protección laboral después de 3 meses de empleo.
- No hay un requisito de horas trabajadas o un requisito de ganancia mínima para calificar para una protección laboral bajo la FMLA de CT.

Obtenga más información en CTpaidleave.org o escanee el código QR.



Additional Media Presence

- Inquiring News and White Eagle
- Both will also print articles about CTPL

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W NAJTRUDNIEJSZYCH CHWILACH MOŻESZ NA NAS LICZYĆ

NEW BRITAIN MEMORIAL SAGARINO FUNERAL HOME

Od ponad 100 lat pomagamy rodzinom zaplanować szczególny pogrzeb. Od tradycyjnych pogrzebów po kremację, nagrobki oraz stopy - trzymamy się za rękę w każdym detalu. Przekonaj się, dlaczego w ciężkich chwilach możemy zawsze na nas liczyć.



Dignity

444 Farmington Avenue New Britain, CT 06053
Tel. 860-229-0444
www.newbritainsagarino.com

OPIEKA KTÓREJ POTRZEBUJESZ BEZPOŚREDNIO W DOMU

Przewidywać dom jest naprawdę łatwe, głównie Twoje serce, a starsze osoby mogą nadal otrzymywać potrzebną im opiekę w domu, którą kochają.

Program Opieki Domowej dla Starszych w Connecticut, czyli w skrócie CHICPE, pomaga osobom w wieku 65 lat i starszym pozostać w ich domach dzięki usługom i wsparciu, którego potrzebują. Program CHICPE może pomóc w wielu dziedzinach - od usług opieki domowej i modyfikacji domu po technologie wspomagającą i nie tylko.

WYNIAKCI

Dowiedz się więcej i sprawdź, czy kwalifikujesz się do pomocy! Odwiedź stronę MyPlaceCTCHICPE.org już dziś.



Zatroszcz się o swoją rodzinę bez martwienia się o dochód!
Skorzystaj z płatnego urlopu chorobowego
Connecticut Paid Leave

Począwszy od 1 stycznia 2022 r. większość osób pracujących w Connecticut będzie uprawniona do 12 tygodni płatnego urlopu chorobowego, jeśli dana osoba potrzebować będzie czasu, by zadbać o swój stan zdrowia lub zaopiekować się bliską osobą.

Wnioski będą przyjmowane od grudnia.
Dowiedz się więcej na ctpaidleave.org.

Connecticut Paid Leave

National - International News

AFRICAN WINNER OF NOBEL BOOK PRIZE IGNITES DEBATE IN ZANZIBAR

(GIN) - Out of 118 Nobel Prize laureates between 1901 and 2021, only six have gone to African writers with only two to Black Africans.

So there was a measure of celebration, excitement and pride when this year's prize was awarded to Zanzibar-born writer Abdulrazak Gurnah.

"The prize is an honor to you, our Tanzanian nation and Africa in general," Tanzanian President Samia Suluhu Hassan tweeted. Zanzibar leader Hussein Ali Mwinyi said, "We fondly recognize your writings that are centered on discourse related to colonialism. Such landmarks bring honor not only to us but to all humankind."

The Swedish Academy was also generous with praise, calling the book an "uncompromising and compassionate penetration of the effects of colonialism and the fate of the refugee in the gulf between cultures and continents."

Based in Britain and writing in English, Gurnah's 10 novels include "Paradise", set in colonial East Africa during World War I and about-later for the Booker Prize for Fiction, and "Deson-tion." Though Swahili was his first language, English became Gurnah's literary tool when he began writing at the age of 21.

"I dedicate this Nobel Prize to Africa and Africans and to all my readers," the 72-year-old Gurnah tweeted after the announcement.

But the award has ignited a vigorous debate in the author's birthplace, with long and passionate discussions about belonging and identity, observes Sammy Awami in the online edition of Aljazeera. The relationship between Zanzibar and the mainland (Tanzania) has not always been rosy - even though Zanzibar is semi-autonomous, with its own president and parliament, he says.

The contentious union of Zanzibar and Tanganyika in April 1964 was driven by U.S. and U.K. fears of a Zanzibar Cuba in Africa.

Gurnah left Zanzibar as a refugee for the United Kingdom in late 1967, three years after a revolution which sought to end the political dominance of the majority Arab population over the African majority. The following months and years were dominated by deep division, tensions and vengeance.

Writes social scientist Aikande Kwana: "The debate about the 'Tanzanian' identity of Abdulrazak Gurnah should be an awakening call & a trigger to our government to think of the following: Justice; Dual Citizenship; Union matters; quality education and teaching - but not at the expense of our culture!"

Till today, the cosmopolitan island remains divided over issues of identity and its political union with Tanzania.

Meanwhile, Ida Hadjivayannis, lecturer of Swahili studies in London and a Zanzibari native, is currently translating his 1994 novel Paradise into Swahili. Pointing out that many in Tanzania are yet to read this writer's books, she called on the government to include his works in the school curriculum.

LONG-AWAITED TRIAL TO BEGIN OF ACCUSED KILLERS OF PAN-AFRICAN ICON THOMAS SANKARA



named from Upper Volta to Burkina Faso, meant "Land of Upright People".

He reduced his own salary and that of all public servants. He banned the use of government chauffeurs and first-class airline tickets. He banned female genital mutilation, polygamy and forced marriages, among other measures to promote women's rights.

Education was a key priority. While he was in power, the literacy rate increased from 13% in 1983 to 50% in 1987, and he also oversaw a massive national vaccination campaign.

Land was taken from feudal landlords and given freely to poor farmers, which led to a huge increase in wheat production.

Sankara called for united Africa to stand against what he called the "neo-colonialism" of institutions such as the International Monetary Fund and the World Bank. "He who feeds you, controls you," he was quoted to say.

"For us, Sankara was a patriot. He loved his people. He loved his country. He loved Africa. He gave his life for us," Luc Damba, secretary general of the Thomas Sankara Memorial Committee, told the BBC.

During Sankara's administration the country was re-



Care for your family and have income security.



Starting in January, Connecticut Paid Leave will provide up to 12 weeks of income replacement if you take time away from work for certain family or health reasons.

Applications accepted starting Dec. 1, 2021.

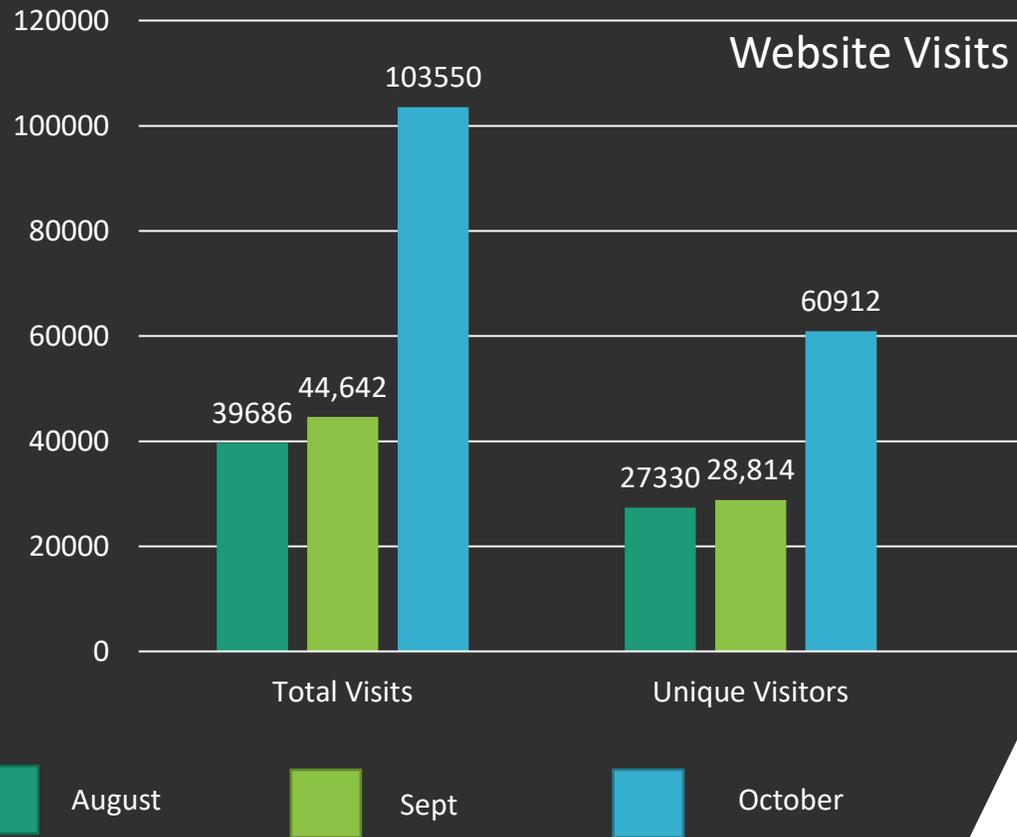
CTpaidleave.org

Drive Safe. & Buckle Up!

See us on the Web!
The New Inquiring News-CT Website. InqNews.com

Website Performance Metrics

Website Visits



#1:
Employee
Landing
Page

#2:
Employer
Landing
Page

#3:
Prepare
to Submit
a Claim

Top page visited in October

NEW VS RETURNING



October was our highest number of visits of any month in 2021.

What Lies Ahead



Opening application process on December 1, 2021



Benefits payable on January 1, 2022



Continued Education and support for small businesses



Audit private plans



Collaboration and oversight of third-party claims administrator



Continuing to collect and monitor contributions

Lessons Learned

Everything takes longer than you think it will

Choose excellent vendor partners. Your success depends in part on their expertise, competence and willingness to partner with you.

Don't hire staff – build a team

Over communicate to all key stakeholders. Don't wait for them to ask you what's going on and don't be defensive about anything.

Plan, plan, plan and then be ready for major unplanned change



About the CT Paid Leave Authority

About the CT Paid Leave Authority

The CT Paid Leave Authority serves a growing need in providing financial relief to Connecticut families, allowing individuals to care for a loved one, or themselves, without having to worry about lost income.

OUR MISSION

- To provide pathways to accessible paid family leave benefits; and
- To empower employers, administrators and healthcare providers by offering helpful tools for understanding their vital roles and provide support to navigate our program.
- Responsibilities include:



OUTREACH &
ENGAGEMENT



DEVELOP THE
POLICIES AND
PROCEDURES
NEEDED TO RUN
THE CT PAID
LEAVE PROGRAM



ESTABLISH THE
TRUST FUND
CONTRIBUTION
RATE & RECEIVE
CONTRIBUTIONS



APPROVE AND
AUDIT
PRIVATE PLANS



ADMINISTER
CLAIMS FOR PAID
LEAVE BENEFITS

Covered Workers

Who is covered?

- Employers who have one or more people working in CT Including:
 - Non-profits
 - Private-sector employers with a unionized workforce
- Sole proprietors who choose to opt-in for themselves*
- Self-employed individuals who choose to opt-in for themselves*

Who is not covered?

- The federal government
- The State of Connecticut, except as to “covered public employees”
- Municipalities, unless they have “covered public employees”
- Local or regional boards of education unless they have “covered public employees”
- Non-public elementary or secondary schools

Other entities that are exempted as a result of other laws:

- Railroad workers
- Individuals who are employed by the governments of other state
- Employees of sovereign nations
- Employees engaged in interstate commerce who work in CT but live in another state and thus don't pay income tax in CT
- Spouses of active-duty military members who have opted to continue to pay taxes in their home state instead of where they are currently deployed

**Sole proprietors and self-employed individuals must stay in the plan for a minimum of three years.*



Reasons for Leave / Income Replacement

- To receive treatment and/or recover from your own serious health condition, including pregnancy and serving as an organ or bone marrow donor (aka “medical leave”)
- To care for a family member who has a serious health condition (aka “caregiver leave”)
- To bond with a newborn or newly placed adopted or foster child and, in the case of adoption and foster care, to attend to pre-placement activities (aka “bonding leave”)
- To care for a family member injured on active duty in the military (aka “military caregiver leave”)
- To attend to specific issues associated with a parent, spouse or child’s overseas active duty (aka “qualifying exigency leave”)
- To attend to specific issues associated with directly experiencing family violence (aka “family violence leave”)

Current CT FMLA v. CT FMLA in 2022

CURRENT CT FMLA	CT FMLA IN 2022
Applies to employers with 75 or more employees	Applies to employers with one or more employees
Employees must have worked at least 12 months for the employer (can be non-consecutive); worked at least 1,000 hours during the 12 months immediately preceding the date of commencement of FMLA leave	No hours worked requirement
Job protection after 12 months	Job protection after 3 months
<ul style="list-style-type: none">• 16 weeks of leave in a 24-month period• 26 weeks of leave is available for military caregiver leave	<ul style="list-style-type: none">• Up to 12 weeks in a 12-month period for all leave reasons, except:• 26 weeks of leave is available for military caregiver leave• an additional 2 weeks of leave may be available for incapacitation during pregnancy
Employer can require employees to use all accrued time for paid time off	Employer can require employees to use accrued time off but must allow employee to keep up to two weeks of accrued PTO.

Summary of Entitlements

Federal FMLA job-protected leave	CT FMLA job-protected leave (as of 1/1/22)	CT PL income replacement benefits (as of 1/1/22)
Up to 12 weeks in a 12-month period for all leave reasons <i>except</i> :	Up to 12 weeks in a 12-month period for all leave reasons <i>except</i> :	Up to 12 weeks in a 12-month period for all leave reasons including military caregiver leave <i>except</i> :
Up to 26 weeks in a 12-month period for military caregiver leave	Up to 26 weeks in a 12-month period for military caregiver leave	
	<i>Up to 12 days in a calendar year can be used for family violence leave, per the Family Violence Leave Act</i>	Up to 12 days of the 12 weeks could be used for income replacement during family violence leave
	An employee may be eligible for 2 additional weeks of leave for incapacity during pregnancy	An employee may be eligible for 2 additional weeks of income replacement during leave for incapacity during pregnancy

FORMULA FOR PAID LEAVE BENEFITS

If worker's base weekly earnings are <i>less than or equal to</i> the minimum wage multiplied by 40	If worker's base weekly earnings are <i>more than</i> the CT minimum wage multiplied by 40
The weekly benefit payment will be 95% of the covered worker's base weekly earnings	The weekly benefit rate will 95% of 40 times the minimum wage, PLUS 60% of the difference between the amount of the worker's base weekly earnings and the CT minimum wage multiplied by 40.
Current 2021 minimum wage = \$12.00/hour As of 8/1/2021, minimum wage = \$13.00/hour	The total weekly benefit payment is capped at sixty times (60x) the CT minimum wage.
40 x \$12.00 = \$480 40 x \$13.00 = \$520	60 x \$12.00 = \$720 60 X \$13.00 = 780

What does “Related by Affinity” mean?

“Any person with whom the employee has a significant personal bond that is like one of the family relationships listed in the statute, regardless of biological or legal relationship.”

- This determination of “related by affinity” is necessarily situation specific and governed by the circumstances of the individuals involved.
- The family relationships listed in the statute are parent, spouse, child, sibling, grandparent, and grandchild.
- Examples of such relationships by affinity include, but are not limited to:
 - An aunt or uncle who relies on the employee for unpaid care and has maintained as strong and enduring a relationship with the employee as typically seen between individuals and their parents, grandparents, or siblings;
 - An unmarried, significant other of the employee with whom the employee maintains a familial, spouse-like relationship, despite their lack of legal relationship to each other

CT Paid Leave Information Resources



Connecticut Paid Leave
EMPLOYEE UPDATE
11.1.2020

For covered employees in the State of Connecticut, the Connecticut Paid Leave program offers the opportunity to take time to take care of personal and family health needs without worrying about lost income while you are away from work.

Key Dates

JANUARY 1, 2021: Employer to begin withholding employee contributions (one-half of one percent of each paycheck, (0.5%), to the CT Paid Leave (CTPL) Authority trust fund.

JANUARY 1, 2022: Covered employees become eligible for paid leave benefits.

Employee Eligibility

All employees* with one or more employees are covered under the CTPL program.

Covered employees are eligible for CTPL program benefits if they are:

- Earned wages of at least \$2,225** in the highest quarter in the first four of the most recently completed quarters; and
- Are currently employed OR have been employed within the last 12 weeks.

*Unions of employees of the State of Connecticut and employees of the federal government, municipalities, local or regional boards of education, or non-public elementary or secondary schools may not be covered, with some exceptions.

**Wages may include salary or hourly pay, vacation pay, holiday pay, sick, commission, severance pay and the cash value of any "split" payments.

Benefit Rates

Benefit rates* will be equal to 95% of an employee's average weekly wages if the wages are less than or equal to the CT minimum wage multiplied by 40. If wages exceed the CT minimum wage multiplied by 40, the employee's benefit rate will be 95% of the employee's average weekly wage up to the CT minimum wage multiplied by 40 PLUS 60% of the amount the average weekly wage exceeds the CT minimum wage multiplied by 40. The benefit rate is capped at 60 times the CT minimum wage.

The benefit rate is capped at 60 times the CT minimum wage.

For reference:

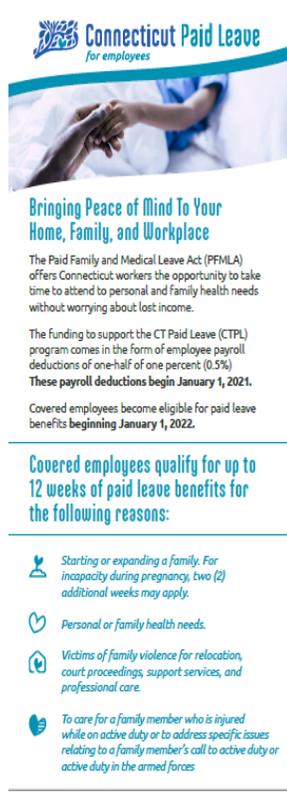
- CT minimum wage multiplied by 40 will be equal to \$250 weekly in January 2022, increasing to \$550 on July 1, 2022, and \$650 on June 1, 2023.
- CT minimum wage multiplied by 60 will be equal to \$750 weekly in January 2022, increasing to \$940 on July 1, 2022, and \$980 on June 1, 2023.

*The Paid Family and Medical Leave Act stipulates benefit rates may be reduced if revenue is insufficient.

For the program related to child, please contact the Connecticut Department of Labor
Child Support Enforcement Services: (860) 319-1000 (TDD) (H) 800

For updates on the CT Paid Leave program, please visit the Paid Family and Medical Leave Resource Authority website at www.ctpaidleave.org.

[Employee Rights Poster](#)



Connecticut Paid Leave
for employees

Bringing Peace of Mind to Your Home, Family, and Workplace

The Paid Family and Medical Leave Act (PFMLA) offers Connecticut workers the opportunity to take time to attend to personal and family health needs without worrying about lost income.

The funding to support the CT Paid Leave (CTPL) program comes in the form of employee payroll deductions of one-half of one percent (0.5%). These payroll deductions begin January 1, 2021.

Covered employees become eligible for paid leave benefits beginning January 1, 2022.

Covered employees qualify for up to 12 weeks of paid leave benefits for the following reasons:

- Starting or expanding a family. For incapacity during pregnancy, two (2) additional weeks may apply.
- Personal or family health needs.
- Victims of family violence for relocation, court proceedings, support services, and professional care.
- To care for a family member who is injured while on active duty or to address specific issues relating to a family member's call to active duty or active duty in the armed forces.

[Employee Rack Card](#)



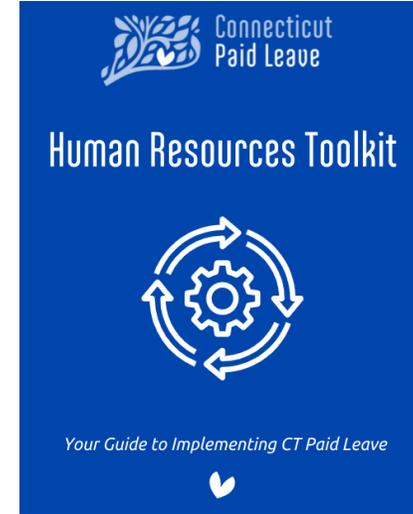
Cura Home Care Services
Stamford, CT

2021

Employer Toolkit

Connecticut Paid Leave

[Employer Toolkit](#)



Connecticut Paid Leave

Human Resources Toolkit

Your Guide to Implementing CT Paid Leave

[Human Resources Toolkit](#)



Guide for Employees

Connecticut Paid Leave

Participation?

Who is Excluded From Participation?

Is Paid Leave Considered Protected Leave?

What are the Qualifying Events?

Military Specific

What Makes You Eligible to Receive Benefits?

Employee Contribution Amounts

Beginning January 1, 2021:

- You must participate in the CT Paid Leave Program if they have any activity, enterprise or business in CT with one or more employees (including non-unionized state employees).
- As an employee, you must participate in the Paid Leave Program unless you are specifically excluded by law. (See the "Excluded from participation" section of this guide.)
- CT residents who are self-employed or self-employed can choose to opt-in.
- Employees of the federal government.
- Employees of the federal government.
- State and municipal employees who are members of a union (unions can bargain to be included in the program).
- Employees of local and regional members of Boards of education.
- Non-public elementary and secondary school employees.

The CT Paid Leave Authority only offers payment for qualifying events but does NOT offer job protection to employees taking leave.

- Only employers can determine, in communication with the employee, whether the leave taken is subject to job protection.
- Federal and state Family & Medical Leave Acts describe the rules for job-protected leave and are NOT paid leave laws.

Upon the birth of a son or daughter of the employee.

- Upon the placement of a son or daughter with the employee for adoption or foster care.
- To care for a family member of the employee if such family member has a serious health condition.
- Because of a serious health condition of the employee.
- To serve as an organ or bone marrow donor.
- If an employee is experiencing family violence.

For any qualifying employee, arising out of the fact that the spouse, son, daughter or parent of the employee is on active duty, or has been notified of an impending call or order to active duty, in the armed forces.

To care for a military family member who is injured during active duty.

\$4,320 in wages in the first 60 days of the past 12 months, and fit into one of the following categories:

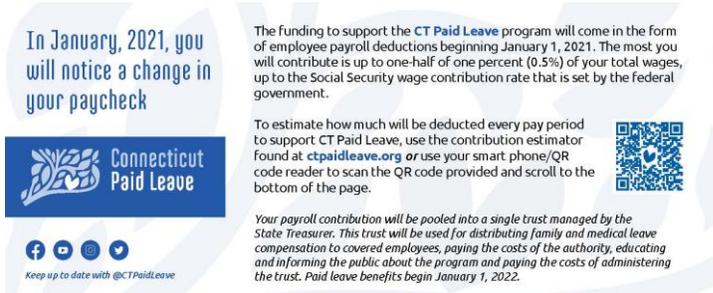
- Currently employed and working in CT.
- Currently unemployed but had been employed and working in CT in the past 12 weeks.
- A Self-Proprietor or Self-employed individual, and a resident of CT who chooses to participate - they must remain in the program for three years.

Employees (as opposed to sole proprietors and self-employed individuals) do not need to be a resident of CT.

Beginning January 1, 2021:

- Employees will have contributions of 1/2 of 1% of their wages deducted for each pay period. Deductions are made from wages up to the defined Social Security wage base using the same calculation for determining total wages as are used to calculate FICA and done so through payroll deduction, to coincide with each pay cycle.
- Total wages for an employee includes the gross non-regular rate, employer's salary or hourly rate, vacation pay, holiday pay, tips, commission, severance pay, etc.

[Employee Fact Sheet](#)



In January, 2021, you will notice a change in your paycheck

The funding to support the CT Paid Leave program will come in the form of employee payroll deductions beginning January 1, 2021. The most you will contribute is up to one-half of one percent (0.5%) of your total wages, up to the Social Security wage contribution rate that is set by the federal government.

To estimate how much will be deducted every pay period to support CT Paid Leave, use the contribution estimator found at ctpaidleave.org or use your smart phone/QR code reader to scan the QR code provided and scroll to the bottom of the page.

Your payroll contribution will be pooled into a single trust managed by the State Treasurer. This trust will be used for distributing family and medical leave compensation to covered employees, paying the costs of the authority, educating and informing the public about the program and paying the costs of administering the trust. Paid leave benefits begin January 1, 2022.

Keep up to date with @CTPaidLeave

[Employee Paycheck Mailer](#)



Thank you!

Questions? We're here to help.

- How to Reach Us
 - Contact Us portal at www.ctpaidleave.org
- Helpful Resources
 - Frequently Asked Questions
 - Helpful Videos





CTPAIDLEAVE.ORG