

CT PFML FAST FACTS

What to know about Connecticut Paid Family & Medical Leave (CT PFML):



WHAT IS THE CONNECTICUT PROGRAM?

- CT PFML Law passed in June 2019
- Benefits are available through a state-run program or employer plan
- Benefits include:
 - » Nearly all employees are eligible for up to 12 weeks¹ of Paid Leave
 - » Up to 95% of the employee's average weekly wage for the portion that is less than or equal to 40 times Connecticut minimum wage, and
 - » 60% of the employee's average weekly wage for the portion that is more than 40 times Connecticut minimum wage;
 - » Up to a weekly maximum benefit of 60 times Connecticut minimum wage.



HOW IS IT FUNDED?

- CT PFML is funded through employee payroll deductions (Cannot exceed 0.5%)
- Employers can choose to pay all or part of the employees' share



WHEN DOES IT BEGIN?

- Jan 1, 2021 - Employees begin paying in to the state-run program
- Jan 1, 2022 - Employees can start receiving the benefits

Note: Dates and details about employer's private plans in CT are evolving.



HOW CAN IT BE USED?

Employees can use CT PFML benefits to:

- Welcome a new child (through birth, adoption, or foster placement)
- Care for a seriously ill family member or anyone related by blood or who is the equivalent of a family member
- Tend to their own serious health condition - not related to their job
- Donate an organ or bone marrow
- Care for and/or support the needs of a family member in the military
- Tend to needs as a victim of family violence



WHO CAN USE IT?

Employees are eligible for CT PFML state plan benefits if they:

- Have earned at least \$2,325 or more during the highest earning quarter within the first four of the five most recently completed quarters; and
 - » Are employed in CT by an employer, as defined under CT PFML law;
 - » Have been employed by an employer in the previous 12 weeks; or
 - » Are self-employed or a sole proprietor and a CT resident who has enrolled in the program.

For more information about CT PFML, visit [TheHartford.com/pfml-ct](https://www.TheHartford.com/pfml-ct).



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¹ Plus two additional weeks for pregnancy complications.

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