

NOTICE OF CONNECTICUT PAID FAMILY AND MEDICAL LEAVE BENEFITS

FOR FULLY INSURED COVERAGE OR SELF-INSURED COVERAGE ADMINISTERED BY THE HARTFORD



Connecticut Paid Family and Medical Leave benefits are effective starting **January 1, 2022**.
As a CT employee, you may be eligible for the following coverage and benefits.

Employee Eligibility

Employees generally are eligible for CT PFML coverage 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 currently employed or have been employed in CT within the last 12 weeks.

Employee Benefits

Benefit payments are based on the following calculations:

- ▶ Eligible employees will receive 95% of their base weekly earnings¹ if they earn less than or equal to 40 times the CT minimum wage.
- ▶ Eligible employees earning more than 40 times the CT minimum wage will receive 95% of 40 times the state minimum wage plus 60% of the portion of their base weekly earnings¹ that are in excess of that amount up to the maximum weekly benefit.

The maximum benefit is based on 60 times the state of CT fair minimum wage. CT's minimum wage will change annually.

Qualifying Leaves

Eligible employees may receive up to 12 weeks of combined CT Paid Family or Medical Leave² 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 non-work related serious health condition, including organ or bone marrow donation.
- ▶ Care for and/or support the needs of a family member in the military.
- ▶ Tend to needs as a victim of family violence (benefits for this reason are limited to 12 days).

If you have questions or concerns about your CT Paid Family and Medical Leave policy or plan, **contact your Human Resource Department**



Business Insurance
Employee Benefits
Auto
Home

To file a grievance related to a claim, please contact the Connecticut Department of Labor at 200 Folly Brook Boulevard, Wethersfield, CT 06099 or call 860-263-6000.

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¹ Base weekly earnings: A covered employee's total wages, using the first four of the five most recently completed quarters, and choosing the sum of the two highest quarters divided by 26.

² Plus two additional weeks during pregnancy in the case of incapacity or certain treatment.