

# Paid Leave Q&A

- 1. We already have federal FMLA which is up to 12 weeks. How does this state leave mesh with that?** The federal law remains the same. Some employers run state and federal FMLA concurrently, which can be done if the reasons for leave and the employee's eligibility for state and federal leave align. This will be harder to do in 2022, as the federal law will remain as it is, with hours-worked requirements and reasons for leave remaining as they are. Connecticut's leave will differ in that it has no hours-worked requirement and job protection starts after only three months of employment, rather than 12 months of work.
- 2. Do state employees contribute to the Paid Leave Fund?** Legislative state employees (people who work for the Legislative Branch) pay in...state managers and non-union employees as well. Union employees are under contract and the payment needs to be negotiated as part of the next collective bargaining agreement – I will push the Executive Branch to pursue this during negotiations. The same is true for municipal employees.
- 3. Is this a tax increase on working people and businesses?** Just like any type of insurance, policyholders pay to receive coverage. The premiums pay for the benefit. If you earn \$1000 per week, for example, the contribution would likely be about \$5.00 per week. [The contribution estimator](#) can be used to determine how much will be deducted from your earnings.
- 4. How is the state going to monitor whether the need is legitimate? For example, what's to stop a brother and sister from putting in to care for the same parent?** Are you asking about fraud? Fraud is a crime. Someone would have to be willing to risk criminal consequences to commit fraud. However, in the situation you describe, every employee who qualifies is entitled to leave. In the scenario of a brother and sister, if both meet the statutory requirements for leave and provide appropriate documentation from a healthcare provider, (which is defined by the state), they both may in fact take that leave. The fact that they both take leave does not mean that there is fraud or malfeasance.
- 5. How does the state define a "serious" medical condition?** Serious health condition means an illness, injury, impairment or physical or mental condition that involves inpatient care or continuing treatment by a health care provider. A person has a serious health condition if s/he has one or more of the following conditions, to include: inpatient care; continuing treatment by a healthcare provider (period of incapacity of more than three consecutive full calendar days); pregnancy; chronic condition; permanent long-term condition (i.e. Alzheimer's cancer, severe stroke).
- 6. Is the Paid Leave Fund to be ONLY used for this purpose?** The contributions made by employees to the Fund are statutorily required to be used solely for the Paid Leave Program. Dollars will remain in the Trust Fund and be managed by the Office of the State Treasurer.
- 7. Can I opt out?** Only self-employed individuals and sole proprietors can opt out. If they do choose to participate, they must remain in the program for three years. Employers can apply to CTPL for an exemption by providing a private plan that offers the same or better benefits as the public plan and does not cost employees more than the public plan contribution.