



Eye On The Law

Connecticut Paid Family and Medical Leave Law Payroll Deductions Commence

Beginning January 1, 2021, all private sector employers in Connecticut¹ are required to make a payroll deduction of .5% from their employees' pay to fund the State's new Paid Family and Medical Leave program. ***Public sector employers are not included in the requirement to make the payroll deductions and will not be required to grant leave under the program unless and until a bargaining unit negotiates inclusion into the program.*** Similar to the State's unemployment program, the payments deducted from employees' paychecks are submitted on a quarterly basis and deposited into a trust fund, which will be used to fund the program.

Employees cannot begin taking leave under the program until January 2022. In general, the law provides for 12 weeks of paid leave during any 12-month period, with additional leave time permitted due to pregnancy. The reasons for leave are **significantly expanded from those currently permitted under the State's current Family and Medical Leave Act.** These reasons include leave to care for individuals who have a close association with the employee that the employee shows to be the equivalent of a family member. **We will provide you with additional information on the leave benefits that will be available to employees as we get closer to the date when employees can apply for leave under the program.**

More details on the Paid Family and Medical Leave program will follow. In addition, the next issue of Eye on the Law will discuss employment law issues concerning COVID-19 vaccinations.

¹ Certain private school employees are exempt.

If you have concerns about this or any other labor or employment law issue, please contact David Ryan at david.ryan@ryan-ryan.net or by telephone at 860.460.7139 (mobile) or 203.752.9794 (office).

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