



Connecticut
Paid Leave

Legislator's Toolkit



♥ Updated April 2023

Table of Contents

1. About this Toolkit
2. Where Are We Now?
3. CTPL Usage by District
4. The Basics of CTPL
5. Filing a Claim
6. Additional Resources
7. CTPL in Your District

About this Toolkit

The CT Paid Leave Authority's focus is on continuing awareness of and education about the CT Paid Leave program and providing resources and support for businesses and workers alike.

The **Legislator's Toolkit** provides legislators and their staff with important information about Connecticut Paid Leave to share with constituents and stakeholders in your community.

Use this Toolkit to: learn the basics of CT Paid Leave and educate your constituents; share information; and assist with the Authority's outreach and education efforts.

Awareness

Education

Support

Where Are We Now?

April 2023

TOTAL CLAIMS RECEIVED:

- Over 120,000 since inception
- averaging @7.5k per month

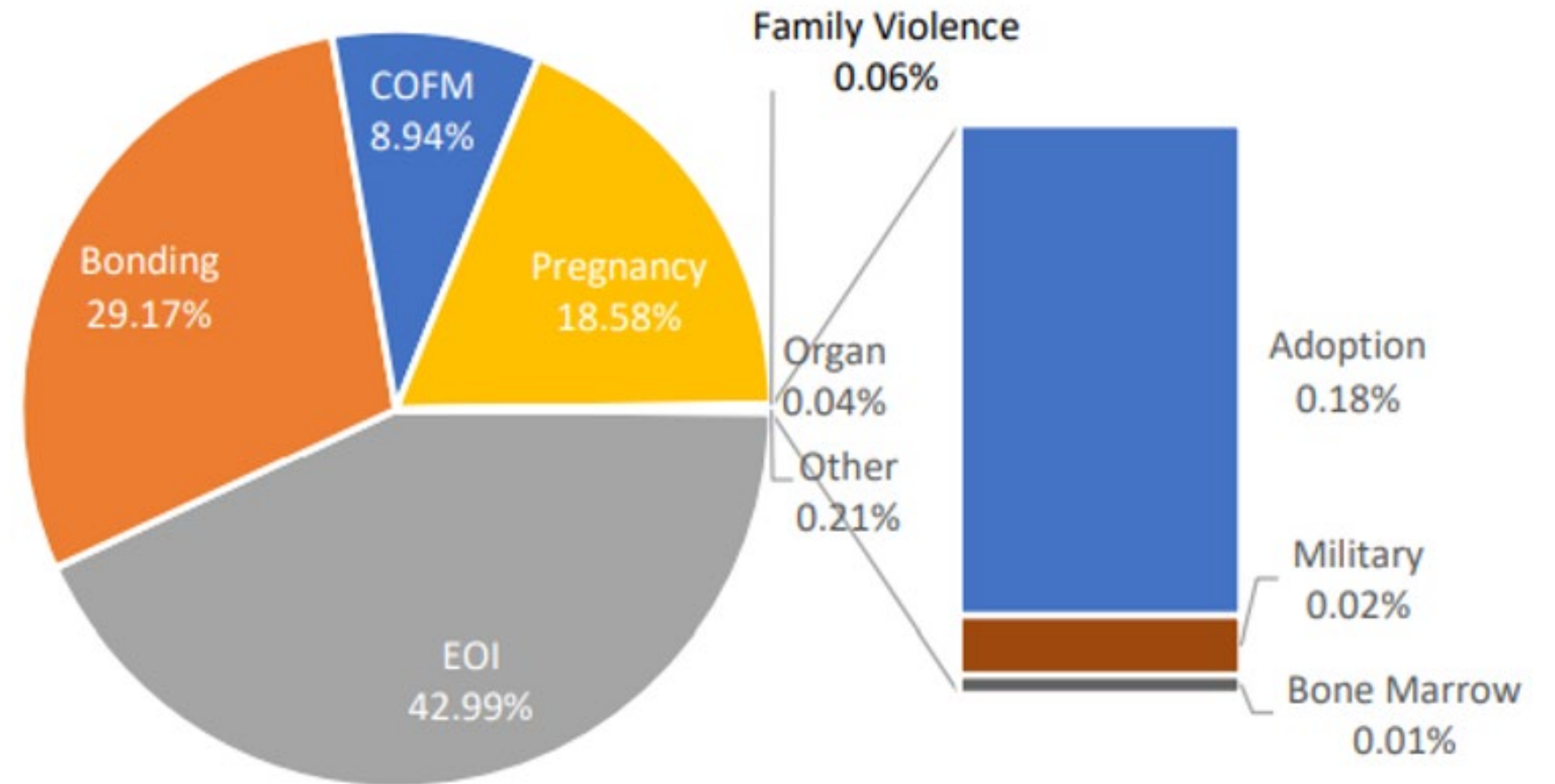
TOTAL BENEFIT PAYMENTS MADE:

- @ \$330 million
- average total claim amount \$4,500

APPROVAL RATE: 70%

(adjusted to exclude claims by workers who were COVID 19 + but did not meet the criteria serious health condition claims)

Approved to date by Leave Reason



EOI = Employee's Own Illness
COFM = Care of family member

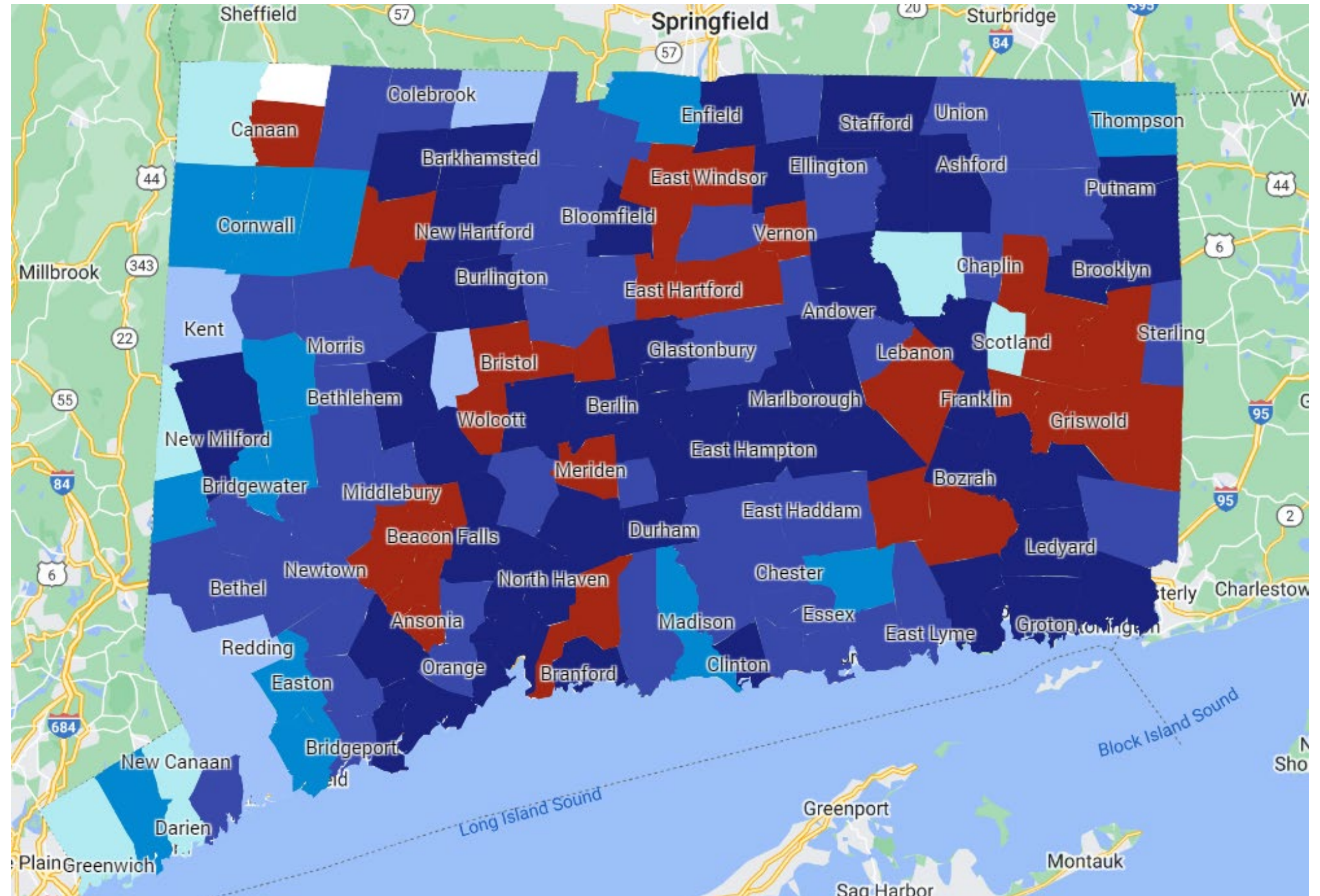
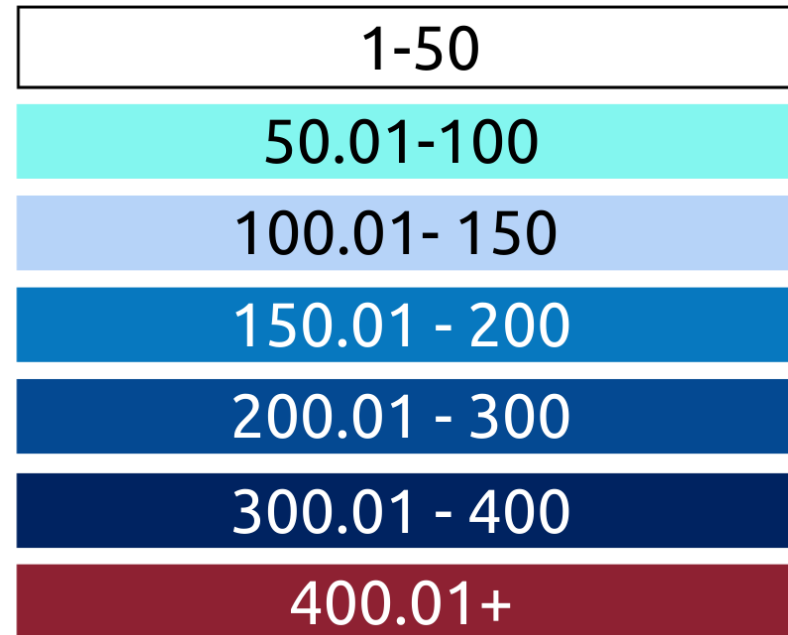
CTPL Usage by Town

[Click Here for the Complete Interactive Map](#)



Connecticut Paid Leave

color guide to map of claims per 10,000 town residents





The Basics



Connecticut Paid Leave

So you can focus on your health,
not worry about your paycheck.



What is the CT Paid Leave Program (CTPL)?

For Connecticut workers, CT Paid Leave (CTPL) offers income replacement benefits to workers who need to take leave to address qualifying family or medical needs. For employers, CT PL provides tools and resources to promote healthy, vibrant, and inclusive workplaces and comply with state law.

What is the CT Paid Leave Authority?

The Connecticut Paid Leave Authority is a quasi-public state agency that administers CT Paid Leave. The CT Paid Leave Authority is governed by a Board of Directors appointed by the Governor, constitutional officers and legislative leadership.

CTPL vs. FMLA

What is CT PL?

CTPL stands for CT Paid Leave.

CTPL provides income-replacement during certain qualifying family and health leaves.

The CT Paid Leave Act is a Connecticut law that:

- Creates a **source of income-replacement benefits** for eligible employees who cannot work for the same reasons as FMLA
- It **does not provide job-protected leave**.

The CT Paid Leave Act is implemented by the **CT Paid Leave Authority** – a Quasi-Public Agency of the State of Connecticut.

What is FMLA?

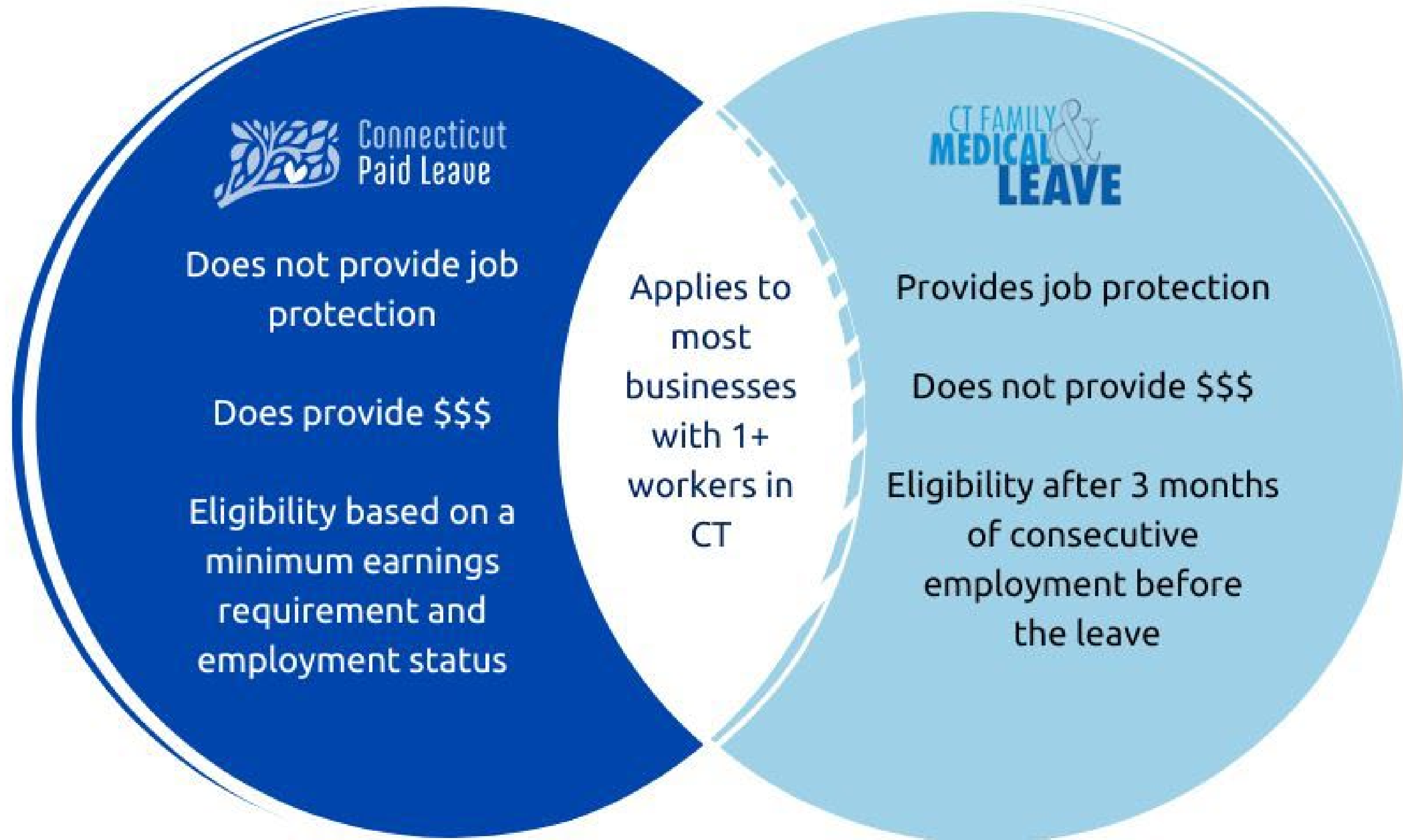
FMLA stands for Family and Medical Leave Act.

FMLA provides job-protected leave for certain qualifying family and health conditions

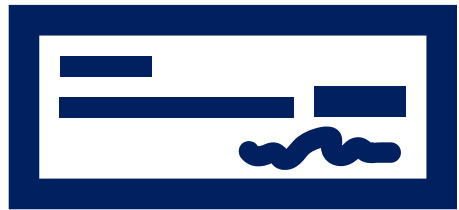
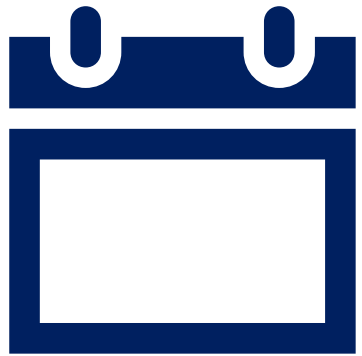
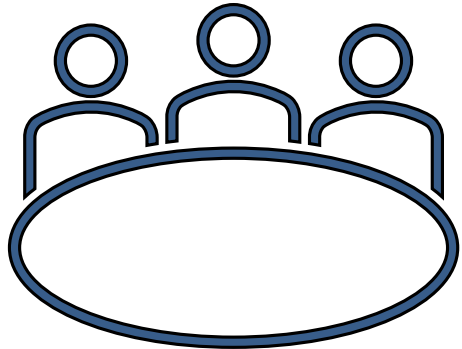
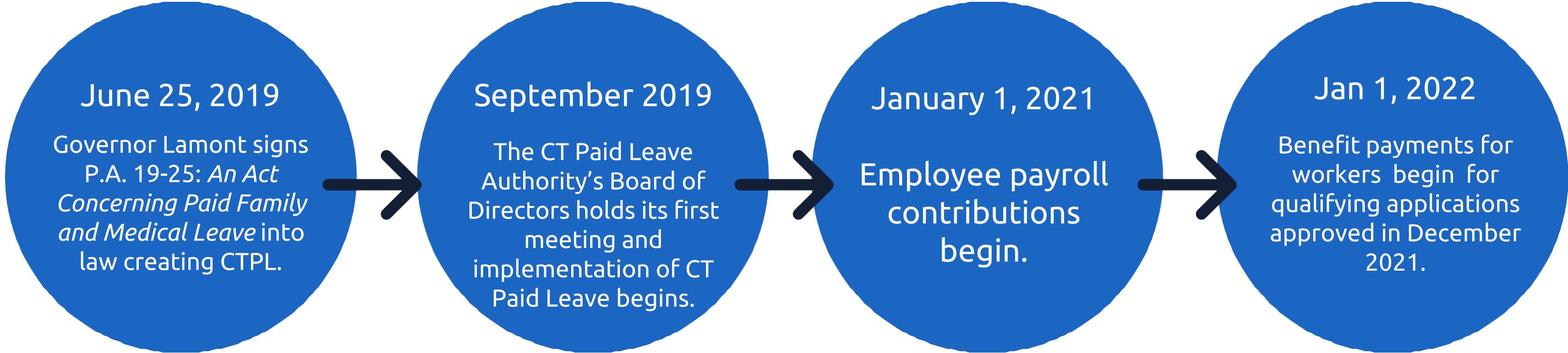
- There is a **federal FMLA & a CT FMLA**. Both have been around since the 1990's.
- Both laws allow eligible employees to take **job-protected time away from work** for certain family and medical reasons.
- The Family Medical Leave Act is implemented by **employers** & regulated by the State & Federal Departments of Labor
- **FMLA does NOT provide income replacement.**
- **Employers may choose to:**
 - adopt policies to provide for income replacement during the leave, but they are not required to.
 - continue to pay their employees their regular pay while they are out on parental leave.
 - require or permit employees to use their earned accruals (sick leave, vacation leave, other PTO) while they are out on leave.

Note: *The CT FMLA changed significantly on January 1, 2022. For more information, visit [newfmlguidance \(ct.gov\)](https://newfmlguidance.ct.gov)*

CTPL vs. FMLA: Bottom Line



CTPL Implementation Timeline



Covered vs. Non Covered Employers

Covered Employers	Non Covered Employers
<ul style="list-style-type: none">• Almost all employers who have one or more people working in CT• The State of Connecticut, as to non-union employees	<ul style="list-style-type: none">• The federal government• Municipalities, unless their unionized employees collectively bargain to participate• Local or regional boards of education, unless their unionized employees collectively bargain to participate• Non-public elementary or secondary schools• Railroads• Governments of other states• Other sovereign nations

Are CT residents who work out of state covered by CT PL?

Only employees who work in Connecticut can participate in CT Paid Leave. If an employer is paying unemployment insurance for an employee to the CT Department of Labor, that is evidence the employee works in Connecticut.

Other Non-Covered Entities

- Interstate truck drivers 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 their taxes in their home state instead of where they are currently deployed

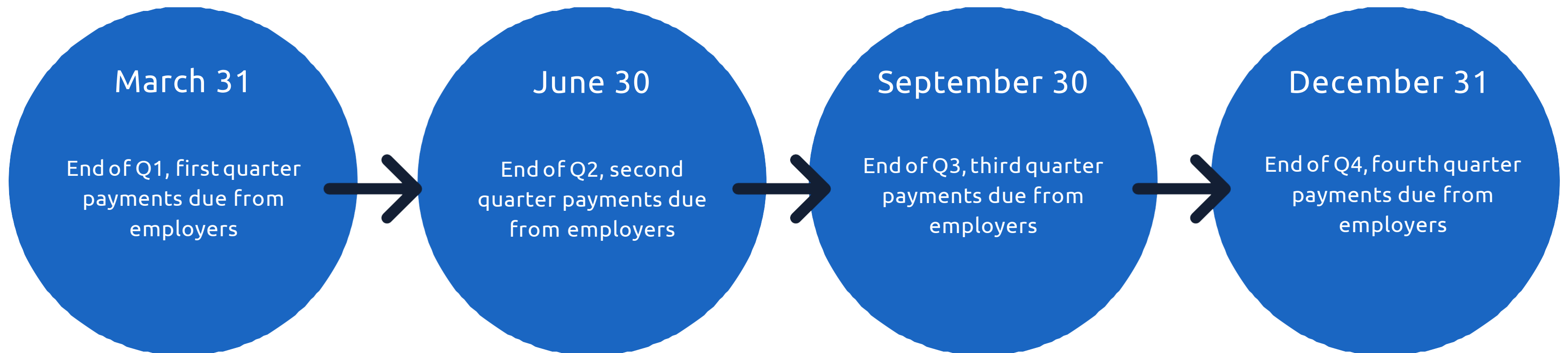
Sole Proprietors/Self-Employed

Sole proprietors and/or self-employed individuals may *choose* to opt-in to CTPL for themselves:

- The individual must reside in CT in order to participate
- Coverage will begin on the first day of the month following 3 full calendar months after the person enrolls with the Authority
- If they opt-in, they must remain in the program for a minimum of three years
- They contribute 0.5% of “self-employment income” (as defined by the IRS)
- A sole-proprietor who has employees may choose not to opt-in for themselves, but they must withhold and remit their workers’ contributions
- If an individual receives a W-2, they are considered an employee under the law, and must participate in CTPL. This is true even if they are also the owner or officer of the company.

CTPL Contribution Timeline

- CT Paid Leave is an **employee-funded** program. Covered employers deduct 0.5% from employees via payroll deduction and remit these contributions to the CT Paid Leave Authority on a quarterly basis. Contributions are capped at the Social Security contribution limit.
- CT Paid Leave provides a one-month grace period following the end of the quarter for employers to remit the employees' contributions. For example, first quarter payments submitted by April 30 will not incur penalties or interest. However, first quarter payments submitted after April 30 will incur penalties and interest.
- *Employers may not deduct more than the statutory 0.5% from employee paychecks for CT Paid Leave contributions, and employers also may not use employee contributions to pay interest and/or penalties.*



Fund Recovery

- If employers fail to deduct CTPL contributions in a timely fashion, they will need to pay the owed amount themselves.
- For employers who are behind on contributions, **action is required by April 30th** to avoid fines and penalties.
- Beginning **May 1st** the CT Paid Leave Authority will impose penalties and interest to unpaid contributions.

Information
distributed to
employers

Every Employee Counts

Covered Connecticut employers have until **April 30th** of this year to be **100% compliant** on registering and remitting employee contributions to the CT Paid Leave Authority. **Failure to comply** with this mandate will **result in interest and penalties.**

Not sure where to begin? See reverse for more information.



Connecticut Paid Leave



CT Paid Leave Important Deadline

Avoid Surprises - **CHECK YOUR ACCOUNT**



Covered employers with **one or more employees** in CT must remit employee contributions. If you are behind, **action is required by April 30th.**



All employee contributions due from **January 2021 through March 2023** must be paid in full by April 30th to **avoid penalties and interest.**



Employers may not deduct more than **0.5%** from employees' wages for CT Paid Leave contributions.



It is the employer's responsibility to ensure that payroll providers and third-party administrators have been **deducting and remitting properly.**

[Check Your Account Today](#)

Questions?

[Contact Connecticut Paid Leave](#) to learn more.

CTPL Benefits 2-Part Eligibility Test

1

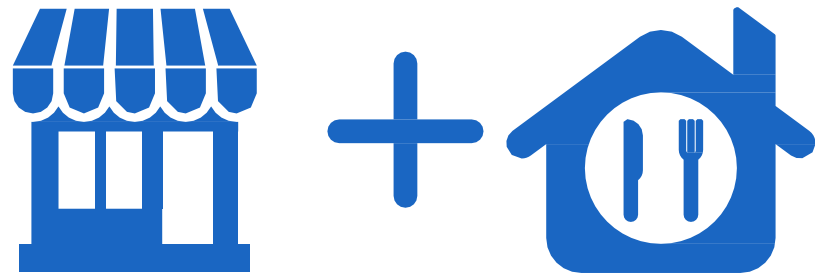
Workers must be (a) currently employed by a covered employer; (b) employed with a covered employer in CT within the 12 weeks before the claim; OR (c) a sole-proprietor or self-employed individual who opted-in to the CT Paid Leave program.

2

Workers must have earned **at least \$2,325** in the highest earning quarter of the first 4 of the 5 most recently completed quarters to be eligible for CTPL benefits.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Quarter 5	Current Quarter
7/1/2022 - 9/30/2022	10/1/2022 - 12/31/2022	1/1/2023 - 3/31/2023	4/1/2023 - 6/30/2023	7/1/2023 - 9/30/2023	10/1/2023 - 12/31/2023
					
\$2,200 in Earnings	\$1,600 in Earnings	\$2,000 in Earnings	\$2,400 in Earnings	N/A	N/A
IN THE BASE PERIOD	IN THE BASE PERIOD	IN THE BASE PERIOD	IN THE BASE PERIOD	NOT IN THE BASE PERIOD	NOT IN THE BASE PERIOD

CTPL Benefits Eligibility (continued)



Wages from multiple employers may be combined. Seasonal, part time, or per diem workers may be eligible if they meet the minimum earning and employment requirements.



Wages may include salary or hourly pay, vacation pay, holiday pay, tips, commissions, severance pay, and the cash value of any "in-kind" payments

CTPL benefit rates are calculated in the following ways:

- Benefits are calculated based on earnings in the base period. Average weekly wage is calculated by adding the two highest earning quarters during the base period and dividing that number by 26.
- If a worker's wages are less than or equal to the Connecticut minimum wage multiplied by 40, their weekly benefit rate under the PFMLA will be 95% of their average weekly wage. *Note: 40 times the minimum wage will be equal to \$600 on June 1, 2023.*
- If a worker's wages exceed the Connecticut minimum wage multiplied by 40, their weekly benefit rate will be 95% of the Connecticut minimum wage multiplied by 40, plus 60% of the amount their average weekly wage exceeds the Connecticut minimum wage multiplied by 40. The benefit rate is capped at 60 times the Connecticut minimum wage. *Note: 60 times the minimum wage will be equal to \$900 on June 1, 2023.*

Qualifying Reasons for CTPL



MEDICAL LEAVE

For treatment of one's own serious health condition.

This includes serving as an organ or bone marrow donor and pregnancy.



BONDING LEAVE

To bond with a newborn(s) or a newly placed child, or for the time needed to process adoption or foster care placement.

- Applies to both parents
- Can be used anytime during the 12 months after the birth/placement
- Applies to birth, adoption, or foster care



CAREGIVER LEAVE

To provide physical or psychological care or comfort to a family member experiencing their own serious health condition.

Qualifying Reasons for CTPL (continued)



Military Caregiver Leave

To care for a family member in the military who has experienced a serious injury or illness that occurred in the line of active duty in the Armed Forces.

Qualifying Exigency Leave

To engage in certain activities arising from the fact that a spouse, child, or parent on active duty has been notified of an impending call or order to active duty in the Armed Services.

FAMILY VIOLENCE LEAVE ACT

Job-protected time off can be taken by a worker who is a victim of family violence to:

- seek medical/psychological care or counseling for physical or psychological injury or disability;
 - obtain services from a victim services organization;
 - relocate due to such family violence; or
 - participate in any civil or criminal proceeding related to or resulting from such family violence.
- (up to 12 days in a calendar year)

What is a Serious Health Condition?

Serious Health Condition requires both incapacity and treatment by a Health Care Provider.

Examples:

- Overnight stay in a hospital
- Chronic condition for which you see a healthcare provider at least 2x/year
- Long-term condition for which patient is under the supervision of a healthcare provider even though treatment is no longer effective (Alzheimer's, terminal cancer)
- Incapacitation during pregnancy (pre-natal appointments, complications during pregnancy)

Simply being exposed to or diagnosed with Covid, Flu or a similar illness **is not necessarily considered a serious health condition**, because frequently there is no treatment associated with a diagnosis with one of these conditions.

If an individual needs to quarantine, rest, or take OTC medication but there is no actual treatment from a healthcare provider then it does not meet the legal definition of a serious health condition.

Defining Family

Spouse

Person to whom one is legally married



Sibling

Biological, Step-sibling, half-sibling, Adopted, Foster, or brother/sister-in-law



Child

Biological, adopted, foster, step-child, legal ward, person to whom the worker stands in loco parentis



Grandparent

Related by blood, marriage, adoption of a minor child to a child of the grandparent, or foster care by a child of the grandparent



Grandchild

Related by blood, marriage, adoption to a child of the grandparent, or foster care by a child of the grandparent



Parent

Biological, adopted, foster, stepparent, person standing in loco parentis or who has legal guardianship or custody of a child



Individual related to the employee by blood or *affinity* whose close association the employee shows to be the equivalent of those family relationships





Filing a Claim

For Claims

Before submitting a claim, be sure you have communicated your need for leave to your employer. Then, follow the simple steps below to begin the claim process.

Submit or View Your Claim

Submitting a claim online will require creating an account with CT.gov

[CREATE ACCOUNT](#)

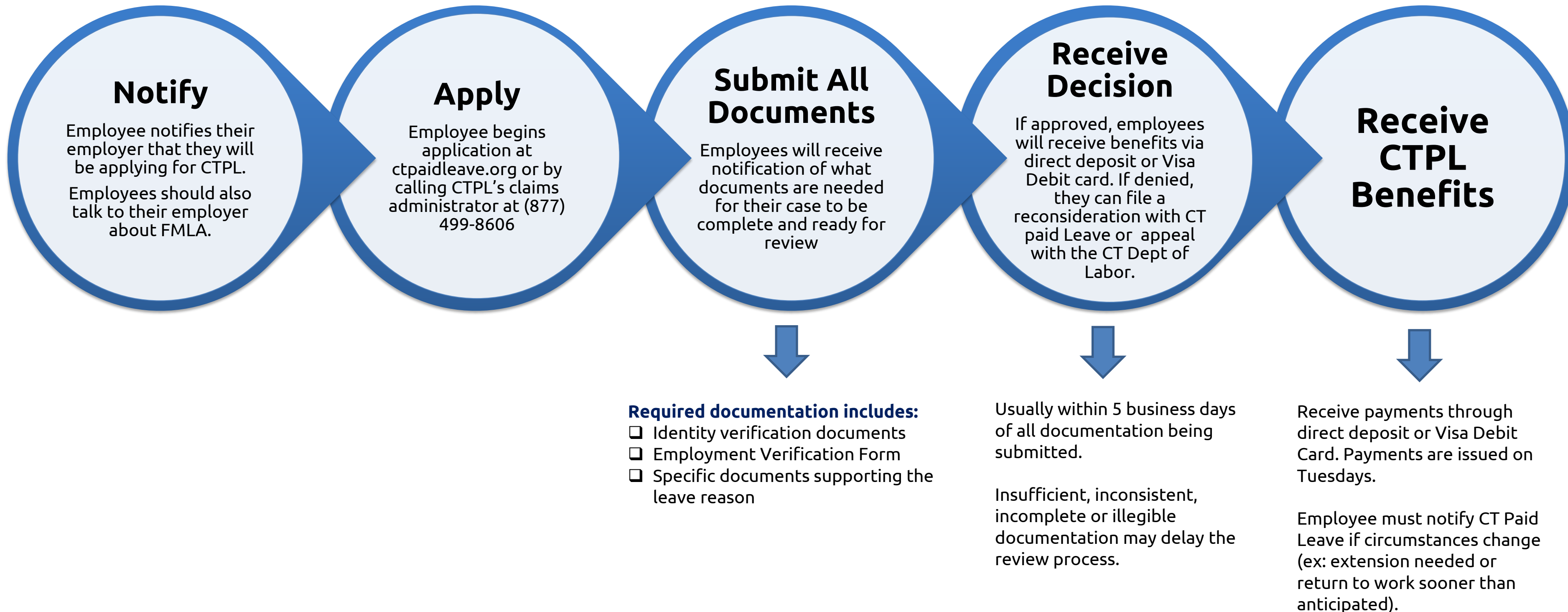
Already have an account?

Please use the sign in button next to the search bar.

How Employees Can Apply for CT Paid Leave Benefits:

- To start their claim for benefits, they should go to our online portal (www.ctpaidleave.org)
- Applications are also accepted via telephone at 877-499-8606
- They will need to provide documentation to support their claim.
- Remember:
 - They must notify their employer if they apply for CTPL benefits
 - They will likely need job-protected leave under FMLA and will need to apply directly to you as the employer for FMLA

The Claims Process: Employee Responsibilities



Documents Dashboard

- The Document Dashboard aims to create a better user experience in the claims portal.
- From the dashboard, workers can keep track of and upload necessary documents.
- For more information, [read Aflac's User Guide here.](#)

Bonding
Case Number: 00429358
Case Manager: Currently Being Assigned
Leave Type: Absence - Continuous

[New Message](#)

Messages

Messages from your case manager can be viewed below. If you need immediate assistance, please call our Customer Care Team at +1 (877) 499-8606.

SUBJECT	ACTIVITY	ACTION
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Document Checklist

Any documents that are required for your case will be listed below. Please use the Upload icon next to the required document to upload those. If you have any other documents you would like to provide to your case manager, please use the Upload Documents button.

[Upload Documents](#)

Documents					
CATEGORY	NAME	RECEIVED	STATUS	UPLOAD	
>	Bonding Statement	Not Recieved	Date	Required	Upload
	Proof of Birth	Not Recieved	Date	Required	Upload
	Employment Verification	Not Recieved	Date	Required	Upload
	Identity Verification	Not Recieved	Date	Required	Upload
CATEGORY	NAME	RECEIVED	STATUS	UPLOAD	

What can a worker do if their claim is denied?

Submit a Request for Reconsideration

- This is the quickest way to have the case reconsidered, especially if the denial was due to lack of paperwork.
- Most reconsideration decisions are issued within 15 calendars of receipt.

File an Appeal with CT Department of Labor (CTDOL)

- A worker can submit an appeal if their reconsideration was denied **or** immediately upon receiving a denial notice.
- For more information, read: [The Connecticut Family & Medical Leave Act and CT Paid Leave Appeals](#)

The Claims Process: Employer Responsibilities

Complete & submit employment verification

Notify worker about its PTO policies (including STD policies)

Refrain from discriminating and/or retaliating against worker for filing a CT PL claim

Provide employees with Notice of Employee Rights Under the CT Family and Medical Leave Act (CTFMLA) & CT Paid Leave Act (CTPL) on hire and annually thereafter



CTPL Resources

CT PL Resources

Follow the links below to print each resource or contact CTPL for hard copies.



Connecticut Paid Leave EMPLOYEE UPDATE 1.1.2022

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 began withholding employee contributions (one-half of one percent of each paycheck (0.5%) and remitting these contributions to the CT Paid Leave (CTPL) Authority trust fund.

JANUARY 1, 2022: Covered employees can apply for, and may receive, paid leave benefits.

Employee Eligibility

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

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

- Earned wages of **at least \$2,325**** in the highest quarter in the first four of five most recently completed quarters; and
- Are currently employed **OR** have been employed within the 12 weeks immediately preceding their leave.

*Unions employees of the State of Connecticut and employees of the federal government, municipalities, local or regional boards of education, sovereign nations, or non-public elementary or secondary schools are not covered under the program at this time.

**Wages may include salary or hourly pay, vacation pay, holiday pay, tips, commissions, severance pay and the cash value of any "in-kind" payments. Wages from multiple covered employers may be combined.

Benefit Rates

Benefit rates vary based on income.

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

- CT minimum wage multiplied by 60 will be equal to \$780 weekly in January 2022, increasing to \$840 on July 1, 2022, and \$900 on June 1, 2023.

An employee may receive CT Paid Leave benefits at the same time as employer-provided benefits so long as the employee's total compensation does not exceed 100% of their normal wages.

To see what benefit you may be eligible for, use the **Benefits Estimator** at ctpaidleave.org.

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

To file an appeal related to the denial of a CT Paid Leave Claim, please contact the Connecticut Department of Labor, 280 July Brook Boulevard, Meriden, CT 06450-3400-3079.

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

Qualifying Reasons for Leave

Covered employees may receive up to 12 weeks of paid leave benefits in a 12-month period, with certain exceptions.

Starting or Expanding a Family

To bond with a new child — by birth, adoption, or foster placement. For serious health conditions resulting in incapacitation during pregnancy, covered employees may qualify for two (2) additional weeks of paid leave benefits.

Personal or Family Health Needs

To address a serious personal or family health condition. Those serving as an organ or bone marrow donor may also be eligible to receive CT Paid Leave benefits.

Impact of Family Violence

Employees impacted by family violence may be eligible to receive CT Paid Leave benefits to seek medical or psychological care, to seek care from a victim services organization, to relocate, or to participate in any civil or criminal proceeding relating to family violence. Benefits for these reasons are limited to 12 days.

Military Specific

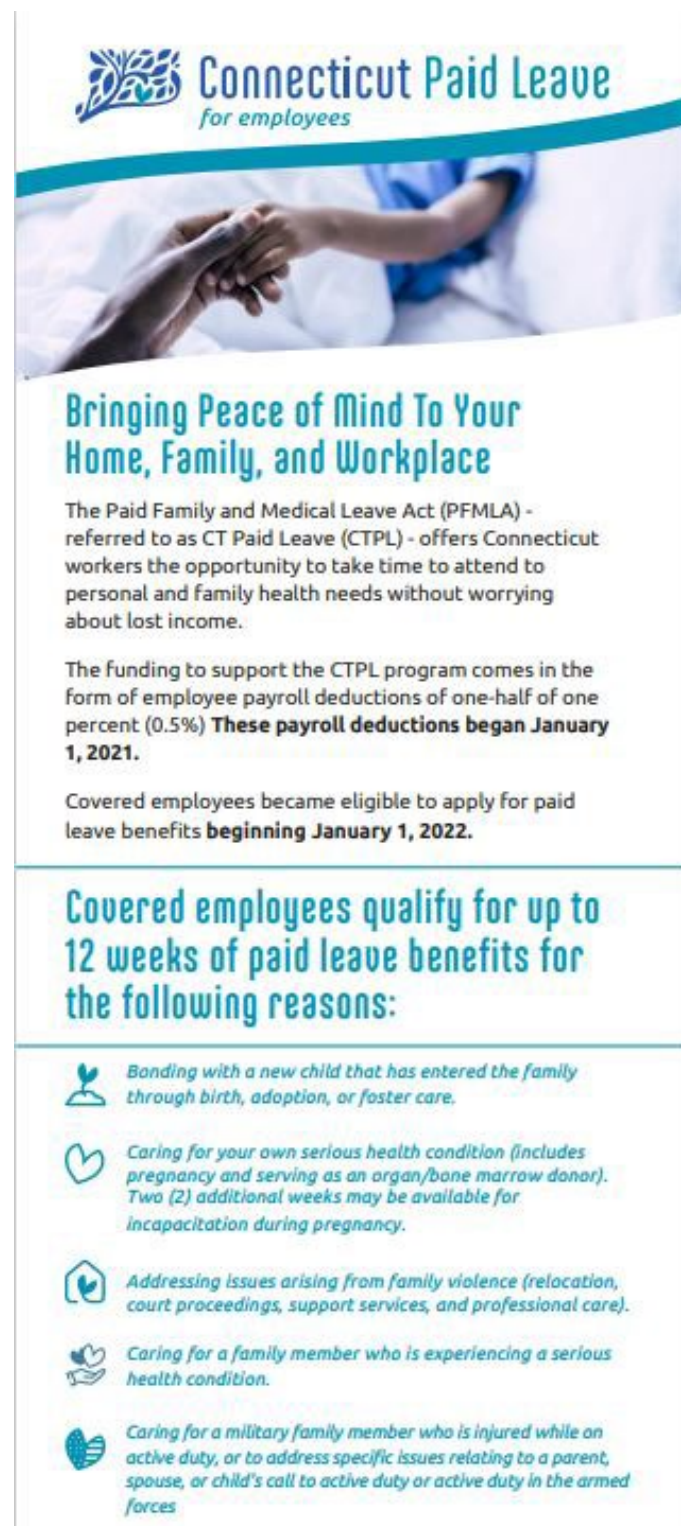
To care for a family member who is injured while on active duty or to address specific issues relating to a family member's call to active duty or active duty in the armed forces.

Download the Factsheet

For more employee resources on CT Paid Leave, access the Employee Factsheet at www.ctpaidleave.org or scan the code below.

Ready to apply?
Submit your application through the online portal at ctpaidleave.org or call (877) 499-8606.

Scan with your smart phone camera or QR code reader



Connecticut Paid Leave for employees

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

The Paid Family and Medical Leave Act (PFMLA) - referred to as CT Paid Leave (CTPL) - 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 CTPL program comes in the form of employee payroll deductions of one-half of one percent (0.5%). **These payroll deductions began January 1, 2021.**

Covered employees became eligible to apply for paid leave benefits **beginning January 1, 2022.**

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

- Bonding with a new child that has entered the family through birth, adoption, or foster care.**
- Caring for your own serious health condition (includes pregnancy and serving as an organ/bone marrow donor). Two (2) additional weeks may be available for incapacitation during pregnancy.**
- Addressing issues arising from family violence (relocation, court proceedings, support services, and professional care).**
- Caring for a family member who is experiencing a serious health condition.**
- Caring for a military family member who is injured while on active duty, or to address specific issues relating to a parent, spouse, or child's call to active duty or active duty in the armed forces.**



Employer Toolkit

Your Guide to Implementing CT Paid Leave

[Employer Toolkit](#)



Connecticut Paid Leave

Human Resources Toolkit

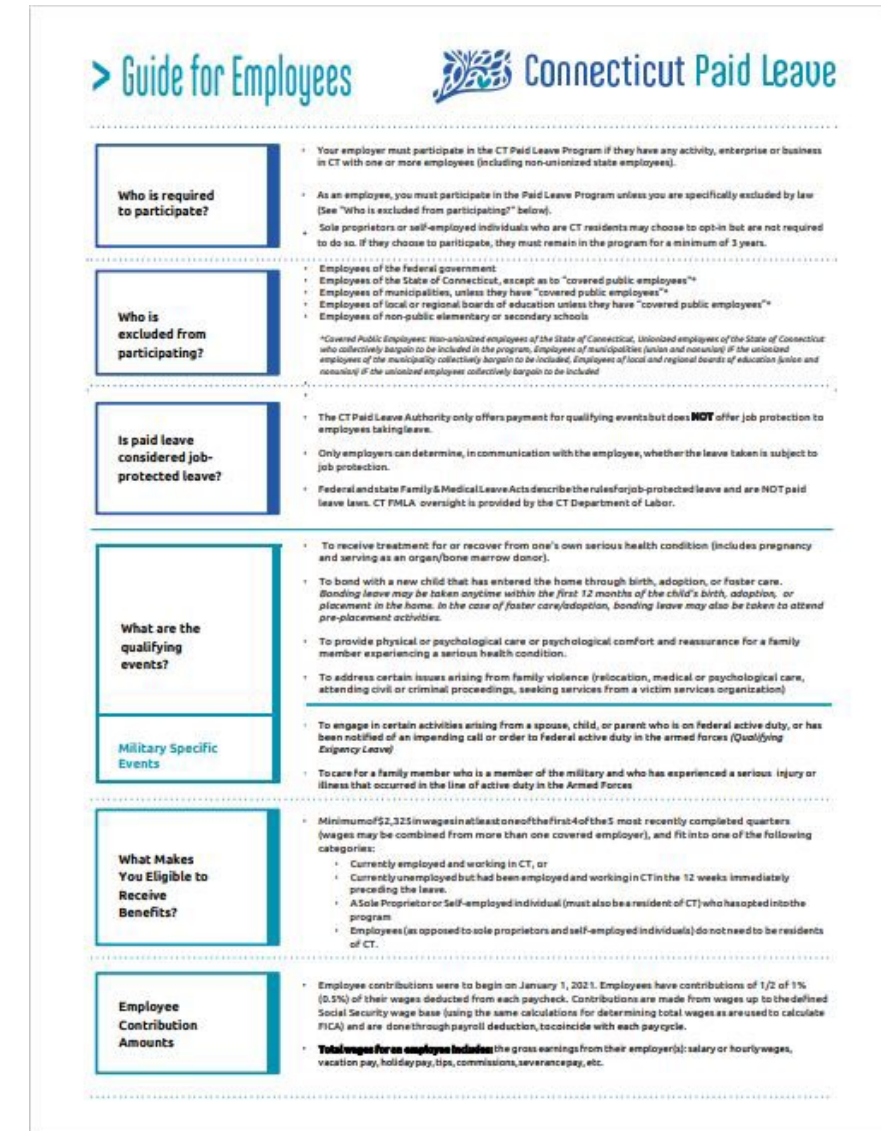
Your Guide to Implementing CT Paid Leave

[HR Toolkit](#)

[Notice of Employee Rights](#)

[Employee Rights Poster](#)

[Employee Rack Card](#)



Guide for Employees Connecticut Paid Leave

Who is required to participate?

- Your employer 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).

Who is excluded from participating?

- As an employee, you must participate in the Paid Leave Program unless you are specifically excluded by law (See "Who is excluded from participating?" below).
- Sole proprietors or self-employed individuals who are CT residents may choose to opt-in but are not required to do so. If they choose to participate, they must remain in the program for a minimum of 3 years.
- Employees of the federal government.
- Employees of the State of Connecticut, except as to "covered public employees".
- Employees of municipalities, unless they have "covered public employees".
- Employees of local or regional boards of education unless they have "covered public employees".
- Employees of non-public elementary or secondary schools.

*Covered Public Employees: Non-unionized employees of the State of Connecticut. Ununionized employees of the State of Connecticut who collectively bargain to be included in the program. Employees of municipalities (union and non-union) if the unionized employees of the municipality collectively bargain to be included. Employees of local and regional boards of education (union and non-union) if the unionized employees collectively bargain to be included.

Is paid leave considered job-protected leave?

- 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. CT PFMLA oversight is provided by the CT Department of Labor.

What are the qualifying events?

- To receive treatment for or recover from one's own serious health condition (includes pregnancy and serving as an organ/bone marrow donor).
- To bond with a new child that has entered the home through birth, adoption, or foster care. Bonding leave may be taken anytime within the first 12 months of the child's birth, adoption, or placement in the home. In the case of foster care/adoption, bonding leave may also be taken to attend pre-placement activities.
- To provide physical or psychological care or psychological comfort and reassurance for a family member experiencing a serious health condition.
- To address certain issues arising from family violence (relocation, medical or psychological care, attending civil or criminal proceedings, seeking services from a victim services organization).

Military Specific Events

- To engage in certain activities arising from a spouse, child, or parent who is on federal active duty, or has been notified of an impending call or order to federal active duty in the armed forces (Qualifying Exigency Leave)
- To care for a family member who is a member of the military and who has experienced a serious injury or illness that occurred in the line of active duty in the Armed Forces

What Makes You Eligible to Receive Benefits?

- Minimum of \$2,325 in wages in at least one of the first 4 of the 5 most recently completed quarters (wages may be combined from more than one covered employer), and fit into one of the following categories:
 - Currently employed and working in CT, or
 - Currently unemployed but had been employed and working in CT in the 12 weeks immediately preceding the leave.
 - A Sole Proprietor or Self-employed individual (must also be a resident of CT) who has opted into the program
 - Employees (as opposed to sole proprietors and self-employed individuals) do not need to be residents of CT.

Employee Contribution Amounts

- Employee contributions were to begin on January 1, 2021. Employees have contributions of 1/2 of 1% (0.5%) of their wages deducted from each paycheck. Contributions are made from wages up to the defined Social Security wage base (using the same calculations for determining total wages as used to calculate FICA) and are done through payroll deduction, to coincide with each paycheck.
- Total wages for an employee includes** the gross earnings from their employer(s): salary or hourly wages, vacation pay, holiday pay, tips, commissions, severance pay, etc.

[Employee Fact Sheet](#)

Informational Videos for Employers and Workers

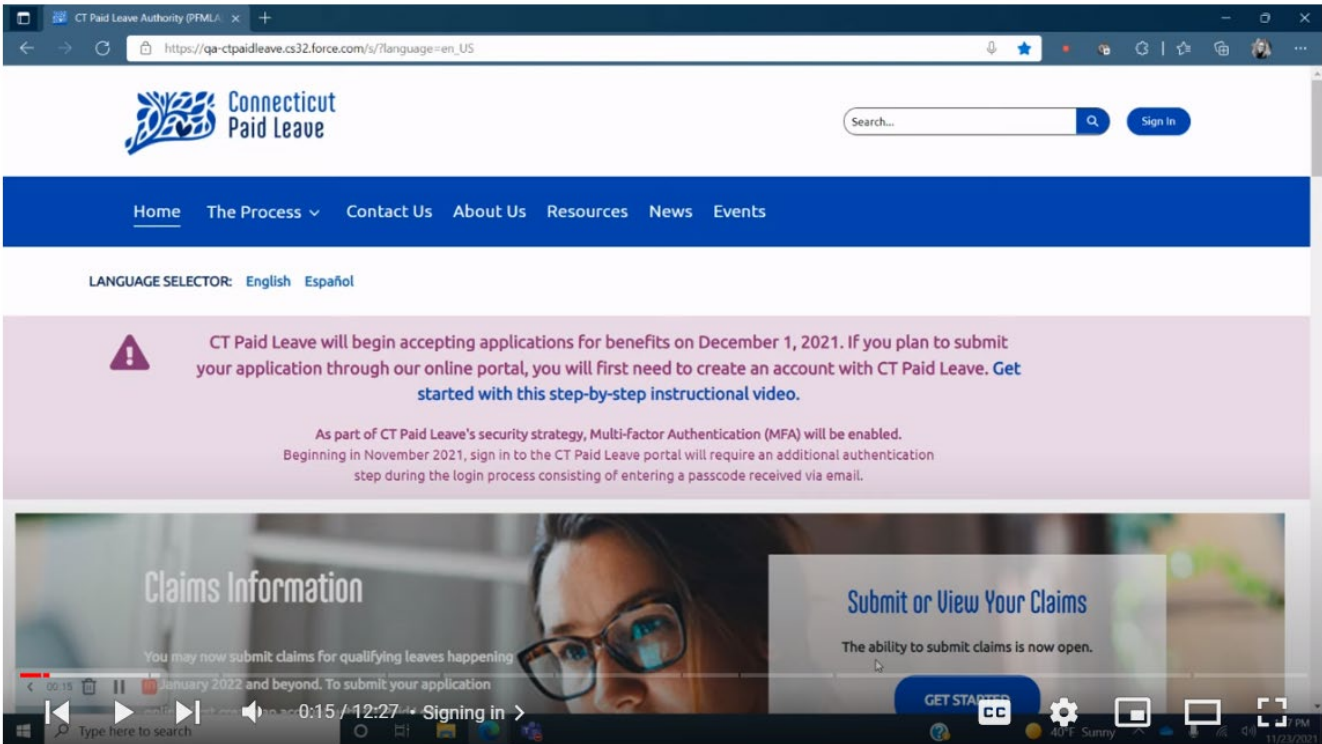


Ten Tips for Managing Worker Leaves of Absence



CT Paid Leave vs. CT FMLA

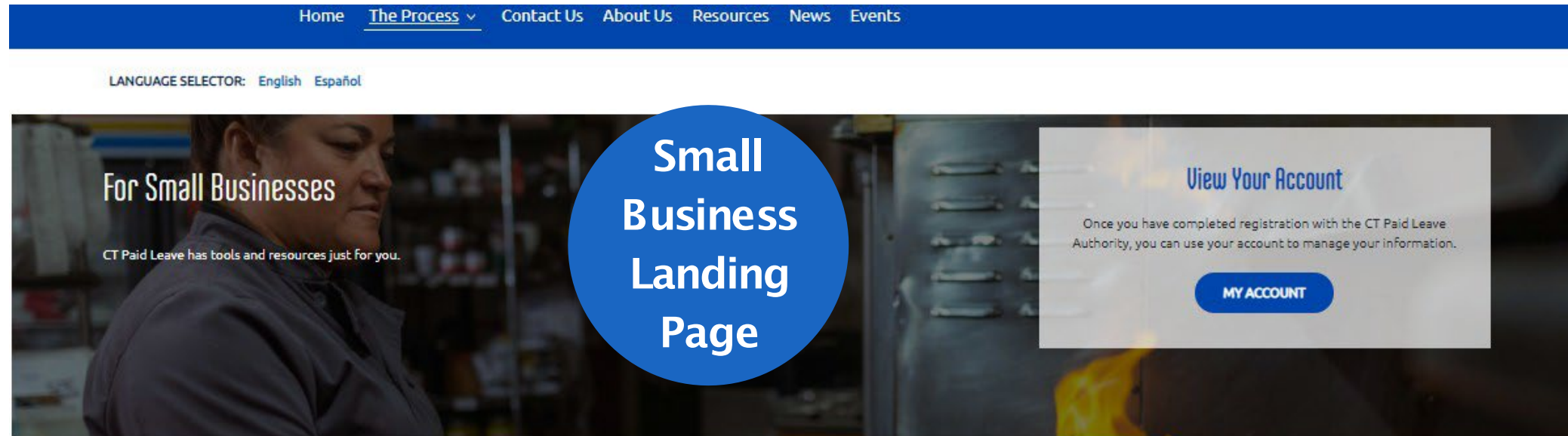
All videos can be found on the CT Paid Leave [YouTube Page](#)



How to Submit a Claim Using the Online Portal

How to Submit a CT Paid Leave Claim Using the Online Portal

Website Features for Small Businesses



Small business page at ctpaidleave.org features business owners from around the state offering words of advice to their peers about CTPL.

Focus on your business. We've got this.

Focus on running your business and growing your business, we're here to help your employees (even if it's just one) manage the paid leave process.

CHELSEA MOUTA BICKNESE
Director of Operations
Parkville Market, Hartford

"I used the toolkit for posters, paycheck inserts, and video to explain CT Paid Leave to my employees."

DOWNLOAD TOOL KIT

ANDREW AND ROBIN ELY, RN, DNP
Owners
Mind Matters, LLC, Old Saybrook

"You are not responsible for the application or approval process. The Authority managed it all."

LEARN MORE

DEBRA GIANNETTO
Co-Owner
Hawk Ridge Winery

"How much to deduct? Where to file it? The process is easy and can be done fully online."

LEARN MORE

SHIVONNE MATHISON
Founder & CEO
CURA Home Care Services, Stamford

"Need tips on staffing and managing leave? The Small Business Development Center offers programs."

VISIT CTSBDC

Small Business Page features real businesses from throughout Connecticut.

EMPLOYER QUICKLINKS

- Poster and paycheck insert
- CTSBDC Webinars/Classes
- The application process
- Not yet registered?
- Options for sole-proprietors

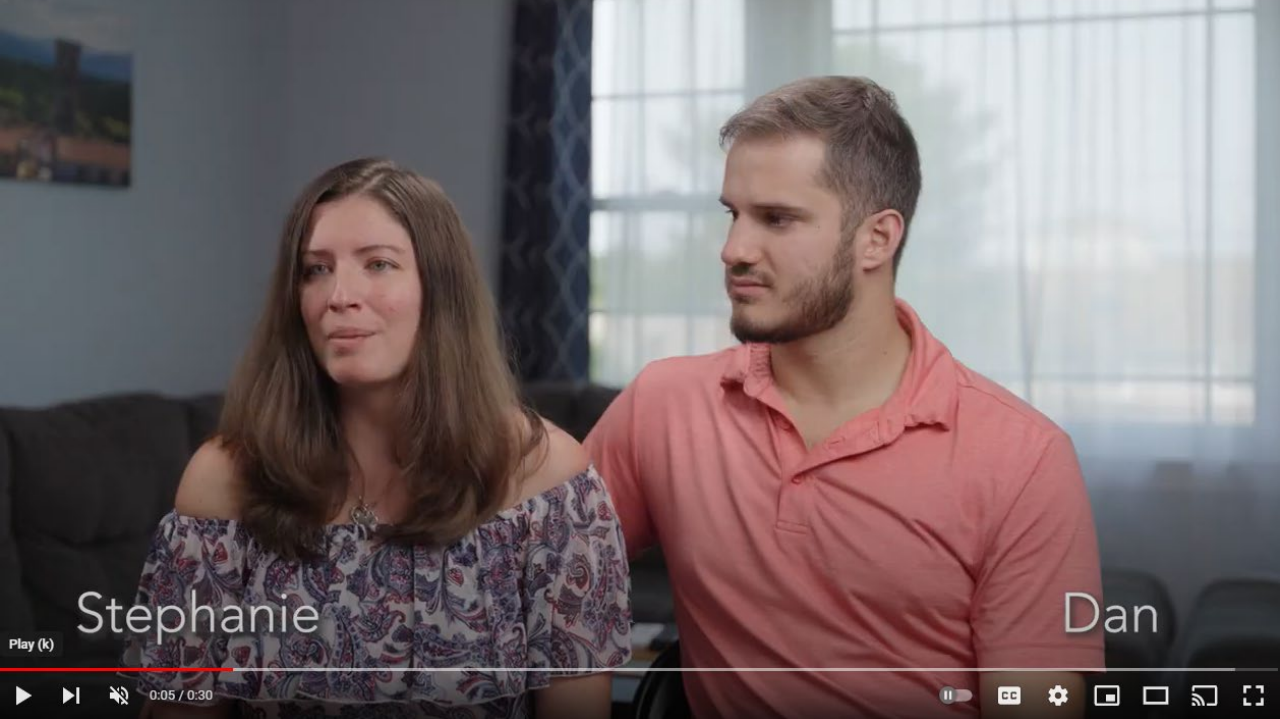
Paid Leave Podcast

Tune in via [Buzzsprout](#), Apple Podcasts, Spotify or CT Paid Leave's [YouTube](#) Channel.



CTPL Recipient Stories

Click each video to view and share





Connecticut
Paid Leave

WEBINARS ON DEMAND

Watch one when it works for you!

ctpaidleave.org

Webinars and Upcoming Events

Visit CTPaidLeave.org for a full calendar of upcoming webinars, events and public meetings.

Topic #1:

[HR Professional's Guide to
Paid Leave](#)

Topic #2:

[Worker's Guide to Paid Leave](#)

Topic #3:

[Employer's Guide to Paid Leave](#)

How to Support CTPL in Your District:

Raise awareness of what paid leave is and educate your constituents on how it works.

- Invite CTPL to community events to share information and educate the public
- Share CTPL resources on social media and with traditional and digital media
- Create partnerships with community organizations and state agencies to promote CTPL

Provide tools and resources to aid employers and workers to access paid leave benefits.

- Share CTPL's webinars and upcoming events with businesses and workers
- Encourage employers to subscribe to CTPL's employer newsletter
- Encourage HR Professionals to subscribe to CTPL's HR newsletter
- Share additional CTPL employer and worker resources available on ctpaidleave.org.

What to do if a constituent needs help with CTPL

- Most claimants' questions about **already-filed** CTPL claims can be addressed by:
 - Logging in to their account through the CT Paid Leave portal, or
 - Calling Aflac at 877-499-8606
- For general questions about the CT Paid Leave program: www.ctpaidleave.org
 - [General Information: CT Paid Leave Authority \(PFMLA\)| Home | Official Site](#)
 - Questions: [Contact Us | FAQs and Contact the CT Paid Leave Authority](#)
- Email Erin.Choquette@ct.gov or Madeline.Granato@ct.gov about any issues that need personal attention

{Questions about CT FMLA: CT DOL [newfmlaguidance \(ct.gov\)](http://newfmlaguidance.ct.gov)}



Resources & Social Media



www.ctpaidleave.org



[Helpful Videos](#)



[Contact Us Portal](#)



[CT Paid Leave Glossary](#)



[Frequently Asked Questions](#)



[LinkedIn](#)



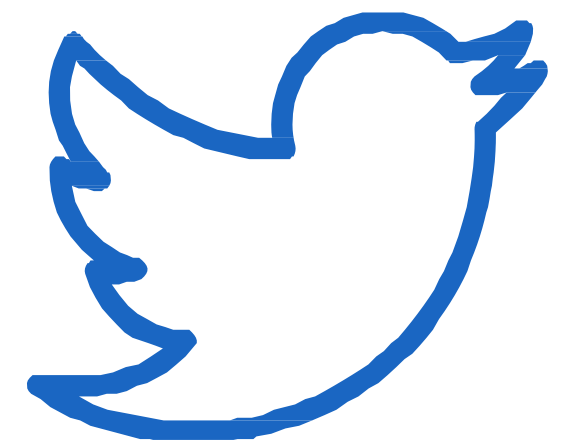
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