



General Assembly

January Session, 2025

Raised Bill No. 1427

LCO No. 5552



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

***AN ACT EXPANDING PAID FAMILY AND MEDICAL LEAVE
INSURANCE PROGRAM BENEFITS TO CERTAIN SCHOOL
EMPLOYEES.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 31-49e of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2025*):

3 As used in this section and sections 31-49f to 31-49u, inclusive:

4 (1) "Authority" means the Paid Family and Medical Leave Insurance
5 Authority established in section 31-49f. "Authority" does not mean an
6 appointing authority;

7 (2) "Base period" means the first four of the five most recently
8 completed quarters;

9 (3) "Base weekly earnings" means an amount equal to one twenty-
10 sixth, rounded to the next lower dollar, of a covered employee's total
11 wages, as defined in subsection (b) of section 31-222 and self-
12 employment income, as defined in 26 USC 1402(b), as amended from

13 time to time, earned during the two quarters of the covered employee's
14 base period in which such earnings were highest, provided self-
15 employment income shall be included only if the recipient has enrolled
16 in the program pursuant to section 31-49m;

17 (4) "Covered employee" means an individual who has earned not less
18 than two thousand three hundred twenty-five dollars in subject
19 earnings during the employee's highest earning quarter within the base
20 period and (A) is presently employed by an employer, (B) has been
21 employed by an employer in the previous twelve weeks, or (C) is a self-
22 employed individual or sole proprietor and Connecticut resident who
23 has enrolled in the program pursuant to section 31-49m;

24 (5) "Covered public employee" means an individual who is (A)
25 employed in state service, as defined in section 5-196, and who is not in
26 a bargaining unit established pursuant to sections 5-270 to 5-280,
27 inclusive, [or] (B) a member of a collective bargaining unit whose
28 exclusive collective bargaining agent negotiates inclusion in the
29 program, in accordance with chapter 68, sections 7-467 to 7-477,
30 inclusive, or sections 10-153a to 10-153n, inclusive, or (C) an individual
31 who is employed by a local or regional board of education who does not
32 hold a professional certification under chapter 166. If a municipal
33 employer, as defined in section 7-467, or a local or regional board of
34 education negotiates inclusion in the program for members of a
35 collective bargaining unit, "covered public employee" also means an
36 individual who is employed by such municipal employer or local or
37 regional board of education and who is not in a bargaining unit
38 established under sections 7-467 to 7-477, inclusive, or sections 10-153a
39 to 10-153n, inclusive;

40 (6) "Employ" means to allow or permit to work;

41 (7) "Employee" means an individual engaged in service to an
42 employer in this state in the business of the employer;

43 (8) "Employer" means a person engaged in any activity, enterprise or

44 business or a federally recognized tribe that has entered into a
45 memorandum of understanding pursuant to section 31-49u, who
46 employs one or more employees, and includes any person who acts,
47 directly or indirectly, in the interest of an employer to any of the
48 employees of such employer and any successor in interest of an
49 employer. "Employer" does not mean the federal government, the state
50 or a municipality, a local or regional board of education or a nonpublic
51 elementary or secondary school, except that the state, a municipal
52 employer or local or regional board of education is an employer with
53 respect to each of its covered public employees and a nonpublic
54 elementary or secondary school is an employer with respect to
55 individuals who do not hold a professional certification under chapter
56 166;

57 (9) "Family and medical leave compensation" or "compensation"
58 means the paid leave provided to covered employees from the Family
59 and Medical Leave Insurance Trust Fund;

60 (10) "Family and Medical Leave Insurance Authority Board" means
61 the board of directors established in section 31-49f;

62 (11) "Family and Medical Leave Insurance Program" or "program"
63 means the program established in section 31-49g;

64 (12) "Family and Medical Leave Insurance Trust Fund" or "trust"
65 means the trust fund established in section 31-49i;

66 (13) "Health care provider" has the same meaning as provided in
67 section 31-51kk;

68 (14) "Municipality" has the same meaning as provided in section 7-
69 245;

70 (15) "Person" means one or more individuals, partnerships,
71 associations, corporations, limited liability companies, business trusts,
72 legal representatives or any organized group of persons;

73 (16) "Serious health condition" has the same meaning as provided in
74 section 31-51kk; and

75 (17) "Subject earnings" means total wages, as defined in subsection
76 (b) of section 31-222 and self-employment income as defined in 26 USC
77 1402(b), as amended from time to time, that shall not exceed the Social
78 Security contribution and benefit base, as determined pursuant to 42
79 USC 430, as amended from time to time, provided self-employment
80 income shall be included only if the recipient has enrolled in the
81 program pursuant to section 31-49m.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2025	31-49e

Statement of Purpose:

To expand Paid Family and Medical Leave Insurance Program benefits to employees of a local or regional board of education who do not hold professional certification under chapter 166 of the general statutes and individuals employed by a nonpublic elementary or secondary school who do not hold professional certification under chapter 166 of the general statutes.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]