



General Assembly

Substitute Bill No. 1427

January Session, 2025



***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 Section 31-49e of the general statutes is repealed and the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) employed by
31 a local or regional board of education in a position that does not require
32 a professional certification under chapter 166. If a municipal employer,
33 as defined in section 7-467, or a local or regional board of education
34 negotiates inclusion in the program for members of a collective
35 bargaining unit, "covered public employee" also means an individual
36 who is employed by such municipal employer or local or regional board
37 of education and who is not in a bargaining unit established under
38 sections 7-467 to 7-477, inclusive, or sections 10-153a to 10-153n,
39 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 each
55 individual employed by such nonpublic elementary or secondary
56 school in a position that does not require a professional certification
57 under chapter 166;

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

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

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

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

67 (13) "Health care provider" has the same meaning as provided in
68 section 31-51kk, as amended by this act;

69 (14) "Municipality" has the same meaning as provided in section 7-
70 245;

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

74 (16) "Serious health condition" has the same meaning as provided in
75 section 31-51kk, as amended by this act; and

76 (17) "Subject earnings" means total wages, as defined in subsection
77 (b) of section 31-222 and self-employment income as defined in 26 USC

78 1402(b), as amended from time to time, that shall not exceed the Social
79 Security contribution and benefit base, as determined pursuant to 42
80 USC 430, as amended from time to time, provided self-employment
81 income shall be included only if the recipient has enrolled in the
82 program pursuant to section 31-49m.

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

85 (a) The board, on behalf of the authority, and for the purpose of
86 implementing the Paid Family and Medical Leave Insurance Program
87 established in section 31-49g, shall adopt written procedures in
88 accordance with the provisions of section 1-121 for the purposes of:

89 (1) Adopting an annual budget and plan of operations, including a
90 requirement of board approval before such budget or plan may take
91 effect;

92 (2) Adopting bylaws for the regulation of the affairs of the board and
93 the conduct of its business;

94 (3) Hiring, dismissing, promoting and compensating employees of
95 the authority and instituting an affirmative action policy;

96 (4) Acquiring real and personal property and personal services,
97 including requiring board approval for any nonbudgeted expenditure
98 in excess of five thousand dollars;

99 (5) Contracting for financial, legal and other professional services,
100 and requiring that the authority solicit proposals not less than every
101 three years for each such service used by the board;

102 (6) Using surplus funds to the extent authorized under sections 31-
103 49f to 31-49t, inclusive, or any other provisions of the general statutes;

104 (7) Establishing an administrative process by which grievances,
105 complaints and appeals regarding employment at the authority are
106 reviewed and addressed by the board; and

107 (8) Implementing the provisions of sections 31-49e to 31-49t,
108 inclusive, as amended by this act, or other provisions of the general
109 statutes, as appropriate.

110 (b) The Paid Family and Medical Leave Authority may:

111 (1) Adopt an official seal and alter the same at the pleasure of the
112 board;

113 (2) Maintain an office at such place or places in the state as the board
114 may designate;

115 (3) Sue and be sued, and plea and be impleaded, in its own name;

116 (4) Establish criteria and guidelines for the Paid Family and Medical
117 Leave Insurance Program to be offered pursuant to this section, sections
118 31-49f and 31-49g and sections 31-49i to 31-49t, inclusive;

119 (5) Employ staff, agents and contractors as may be necessary or
120 desirable and fix the compensation of such persons;

121 (6) Design, establish and operate the program to ensure transparency
122 in the management of the program through oversight and ethics review
123 of plan fiduciaries;

124 (7) Design and establish a process by which employees and self-
125 employed individuals or sole proprietors who have enrolled in the
126 program pursuant to section 31-49m shall contribute a portion of their
127 subject earnings to the trust;

128 (8) Evaluate and establish a process by which employers may credit
129 employee contributions to the trust through payroll deposit;

130 (9) Ensure that contributions to the trust collected from employees
131 and self-employed individuals or sole proprietors who have enrolled in
132 the program pursuant to section 31-49m shall not be used for any
133 purpose other than providing compensation to covered employees,
134 educating and informing persons about the program and paying the

135 operational, administrative and investment costs of the program;

136 (10) Establish and maintain a secure Internet web site that displays
137 all public notices issued by the authority and such other information as
138 the authority deems relevant and necessary for the implementation of
139 the program and for the education of the public regarding the program;

140 (11) Establish policies, or written procedures in accordance with the
141 provisions of section 1-121, as appropriate, including, but not limited to,
142 policies or procedures:

143 (A) Establishing a process to determine whether an individual meets
144 the requirements for compensation under this section, including the
145 certification required for establishing eligibility for such compensation;

146 (B) Establishing methods by which any books, records, documents,
147 contracts or other papers relevant to the eligibility of a covered
148 employee shall be examined, or caused to be produced or examined;

149 (C) Establishing methods by which witnesses who provide
150 information relevant to a covered employee's claim for family and
151 medical leave compensation may be summoned and examined under
152 oath;

153 (D) Ensuring the confidentiality of records and documents relating to
154 medical certifications, recertifications and medical histories of covered
155 employees and covered employees' family members pursuant to section
156 31-51oo;

157 (E) Establishing the percentage of subject earnings each employee
158 and self-employed individuals or sole proprietors who have enrolled in
159 the program pursuant to section 31-49m shall contribute to the Family
160 and Medical Leave Insurance Trust Fund, provided such percentage
161 shall not exceed one-half of one per cent;

162 (F) Certifying the ongoing solvency of the Family and Medical Leave
163 Insurance Trust Fund and adjusting the compensation offered to
164 covered employees as necessary to ensure the solvency of the fund as

165 provided in subdivision (3) of subsection (c) of section 31-49g, provided
166 the contribution percentage established by the Authority pursuant to
167 subdivision (5) of this section has reached the statutory maximum; [and]

168 (G) Determining whether an employer meets the requirements for the
169 administration of a private plan, including the approval, oversight and
170 termination of such private plan, and developing any potential alternate
171 measure of subject earnings for the purposes of calculating
172 compensation under such plans; and

173 (H) Establishing an alternative method of calculating the base period
174 and base weekly earnings for a covered employee that is employed by a
175 local or regional board of education or a nonpublic elementary or
176 secondary school in a position that does not require professional
177 certification under chapter 166;

178 (12) Notwithstanding any provision of the general statutes, and to the
179 extent consistent with federal law, (A) use state administrative data
180 collected by any agency for the purposes of carrying out and
181 implementing such program, including, but not limited to, eligibility
182 determination, benefit calculation, program planning, recipient
183 outreach and continuous improvement and program evaluation,
184 including assessment of longitudinal impact; and (B) share user data
185 and other data collected through program administration with other
186 state agencies for purposes, including, but not limited to, improving
187 delivery of benefits and services to program participants and other
188 persons, streamlining eligibility determination for programs
189 administered by other agencies, recipient outreach and continuous
190 improvement and program evaluation, including assessment of
191 longitudinal impact. Expenses incurred for activities undertaken
192 pursuant to this subdivision, as well as compensation paid to other state
193 agencies for any associated costs, shall be considered appropriate
194 administrative expenses of the program; [.]

195 (13) Enter into agreements with any department, agency, office or
196 instrumentality of the United States or this state to carry out the

197 purposes of the program, including, but not limited to:

198 (A) Memoranda of understanding with the Labor Department and
199 other state agencies regarding (i) the gathering or dissemination of
200 information necessary for the operations of the program, subject to such
201 obligations of confidentiality as may be agreed or required by law, (ii)
202 the sharing of costs incurred pursuant to the gathering and
203 dissemination of such information, and (iii) the reimbursement of costs
204 for any enforcement activities conducted pursuant to section 31-49r.
205 Each state agency may also enter into such memoranda of
206 understanding;

207 (B) Memoranda of understanding with the Department of Revenue
208 Services and the Labor Department for (i) the collection of employee
209 contributions, and (ii) the reimbursement of costs by the authority for
210 any costs incurred related to the collection of employee contributions.
211 The Department of Revenue Services and the Labor Department shall
212 also enter into such memoranda of understanding; and

213 (C) Memoranda of understanding with the Labor Department for (i)
214 the adjudication of claims by covered employees aggrieved by a denial
215 of compensation under the Family and Medical Leave Insurance
216 Program, and (ii) the reimbursement of costs by the authority for any
217 costs incurred by the Labor Department related to the adjudication of
218 contested claims or penalties imposed pursuant to section 31-49r. The
219 Labor Department shall also enter into such memoranda of
220 understanding; [.]

221 (14) Make and enter into any contract or agreement necessary or
222 incidental to the performance of its duties and execution of its powers.
223 The contracts and agreements entered into by the authority shall not be
224 subject to the approval of any other state department, office or agency,
225 provided copies of all such contracts shall be maintained by the
226 authority as public records, subject to the proprietary rights of any party
227 to such contracts. No contract shall contain any provision in which any
228 contractor derives any direct or indirect economic benefit from denying

229 or otherwise influencing the outcome of any claim for benefits. The
 230 standard criteria for the evaluation of proposals relating to claims
 231 processing, web site development, database development, marketing
 232 and advertising, in the event the authority seeks the services of an
 233 outside contractor for such tasks, and for the evaluation of proposals
 234 relating to all other contracts in amounts equal to or exceeding two
 235 hundred fifty thousand dollars shall include, but need not be limited to:
 236 (A) Transparency, (B) cost, (C) efficiency of operations, (D) quality of
 237 work related to the contracts issued, (E) user experience, (F)
 238 accountability, and (G) a cost-benefit analysis documenting the direct
 239 and indirect costs of such contracts, including qualitative and
 240 quantitative benefits that will result from the implementation of such
 241 contracts. The establishment of additional standard criteria shall be
 242 approved by a two-thirds vote of the board after such criteria have been
 243 posted on a public Internet web site maintained by the authority for
 244 notice and comment for at least one week prior to such vote; and

245 (15) Do all things necessary or convenient to carry out the provisions
 246 of sections 31-49e to 31-49t, inclusive, as amended by this act.

247 Sec. 3. Section 31-51kk of the general statutes is repealed and the
 248 following is substituted in lieu thereof (*Effective October 1, 2025*):

249 As used in sections 31-51kk to 31-51qq, inclusive, as amended by this
 250 act:

251 (1) "Eligible employee" means (A) an employee who has been
 252 employed for at least three months immediately preceding [his or her]
 253 such employee's request for leave by the employer with respect to
 254 whom leave is requested, or (B) an employee of a local or regional board
 255 of education or a nonpublic elementary or secondary school (i) whose
 256 position does not require a professional certification under chapter 166,
 257 and (ii) who has been employed for at least three months during the
 258 previous twelve-month period by such local or regional board of
 259 education or nonpublic elementary or secondary school with respect to
 260 whom leave is requested;

261 (2) "Employ" includes to allow or permit to work;

262 (3) "Employee" means any person engaged in service to an employer
263 in this state in the business of the employer;

264 (4) "Employer" means a person engaged in any activity, enterprise or
265 business who employs one or more employees, and includes any person
266 who acts, directly or indirectly, in the interest of an employer to any of
267 the employees of such employer and any successor in interest of an
268 employer. "Employer" does not include a municipality, a local or
269 regional board of education, or a nonpublic elementary or secondary
270 school, except that a local or regional board of education or a nonpublic
271 elementary or secondary school is an employer with respect to its
272 eligible employees;

273 (5) "Employment benefits" means all benefits provided or made
274 available to employees by an employer, including group life insurance,
275 health insurance, disability insurance, sick leave, annual leave,
276 educational benefits and pensions, regardless of whether such benefits
277 are provided by practice or written policy of an employer or through an
278 "employee benefit plan", as defined in Section 1002(3) of Title 29 of the
279 United States Code;

280 (6) "Family member" means a spouse, sibling, son or daughter,
281 grandparent, grandchild or parent, or an individual related to the
282 employee by blood or affinity whose close association the employee
283 shows to be the equivalent of those family relationships;

284 (7) "Grandchild" means a grandchild related to a person by (A) blood,
285 (B) marriage, (C) adoption by a child of the grandparent, or (D) foster
286 care by a child of the grandparent;

287 (8) "Grandparent" means a grandparent related to a person by (A)
288 blood, (B) marriage, (C) adoption of a minor child by a child of the
289 grandparent, or (D) foster care by a child of the grandparent;

290 (9) "Health care provider" means (A) a doctor of medicine or

291 osteopathy who is authorized to practice medicine or surgery by the
292 state in which the doctor practices; (B) a podiatrist, dentist, psychologist,
293 optometrist or chiropractor authorized to practice by the state in which
294 such person practices and performs within the scope of the authorized
295 practice; (C) an advanced practice registered nurse, nurse practitioner,
296 nurse midwife or clinical social worker authorized to practice by the
297 state in which such person practices and performs within the scope of
298 the authorized practice; (D) Christian Science practitioners listed with
299 the First Church of Christ, Scientist in Boston, Massachusetts; (E) any
300 health care provider from whom an employer or a group health plan's
301 benefits manager will accept certification of the existence of a serious
302 health condition to substantiate a claim for benefits; (F) a health care
303 provider as defined in subparagraphs (A) to (E), inclusive, of this
304 subdivision who practices in a country other than the United States, who
305 is licensed to practice in accordance with the laws and regulations of
306 that country; or (G) such other health care provider as the Labor
307 Commissioner determines, performing within the scope of the
308 authorized practice. The commissioner may utilize any determinations
309 made pursuant to chapter 568;

310 (10) "Municipality" has the same meaning as provided in section 7-
311 245;

312 (11) "Parent" means a biological parent, foster parent, adoptive
313 parent, stepparent, parent-in-law or legal guardian of an eligible
314 employee or an eligible employee's spouse, an individual standing in
315 loco parentis to an eligible employee, or an individual who stood in loco
316 parentis to the eligible employee when the employee was a child;

317 (12) "Person" means one or more individuals, partnerships,
318 associations, corporations, business trusts, legal representatives or
319 organized groups of persons;

320 (13) "Reduced leave schedule" means a leave schedule that reduces
321 the usual number of hours per workweek, or hours per workday, of an
322 employee;

323 (14) "Serious health condition" means an illness, injury, impairment,
324 or physical or mental condition that involves (A) inpatient care in a
325 hospital, hospice, nursing home or residential medical care facility; or
326 (B) continuing treatment, including outpatient treatment, by a health
327 care provider;

328 (15) "Sibling" means a brother or sister related to a person by (A)
329 blood, (B) marriage, (C) adoption by a parent of the person, or (D) foster
330 care placement;

331 (16) "Son or daughter" means a biological, adopted or foster child,
332 stepchild, legal ward, or, in the alternative, a child of a person standing
333 in loco parentis, or an individual to whom the employee stood in loco
334 parentis when the individual was a child; and

335 (17) "Spouse" means a person to whom one is legally married.

336 Sec. 4. Section 31-51rr of the general statutes is repealed and the
337 following is substituted in lieu thereof (*Effective October 1, 2025*):

338 (a) Each political subdivision of the state shall provide the same
339 family and medical leave benefits under the federal Family and Medical
340 Leave Act, P.L. 103-3, and 29 CFR 825.112 to [(1)] any employee of such
341 political subdivision who is a party to a marriage in which the other
342 party is of the same sex as the employee, and who has been employed
343 for at least twelve months by such employer and for at least one
344 thousand two hundred fifty hours of service with such employer during
345 the previous twelve-month period, which benefits shall be the same as
346 are provided to an employee who is a party to a marriage in which the
347 other party is of the opposite sex of such employee. [, (2) on or after the
348 effective date of regulations adopted pursuant to subsection (f) of this
349 section, a paraeducator who has been employed in an educational
350 setting for at least twelve months by such employer and for at least nine
351 hundred fifty hours of service with such employer during the previous
352 twelve-month period, or (3) on or after October 1, 2024, any person
353 employed by a local or regional board of education who does not hold
354 a professional certification under chapter 166 and has been employed

355 for at least twelve months by such employer and for at least nine
356 hundred fifty hours of service with such employer during the previous
357 twelve-month period.]

358 (b) [(1)] Any employee of a political subdivision of the state who has
359 worked at least twelve months and one thousand two hundred fifty
360 hours for such employer during the previous twelve-month period [, (2)
361 on or after the effective date of regulations adopted pursuant to
362 subsection (f) of this section, a paraeducator who has been employed in
363 an educational setting for at least twelve months by such employer and
364 for at least nine hundred fifty hours of service with such employer
365 during the previous twelve-month period, or (3) on or after October 1,
366 2024, any person employed by a local or regional board of education
367 who does not hold a professional certification under chapter 166 and has
368 been employed for at least twelve months by such employer and for at
369 least nine hundred fifty hours of service with such employer during the
370 previous twelve-month period] may request leave in order to serve as
371 an organ or bone marrow donor, provided such employee may be
372 required, prior to the inception of such leave, to provide sufficient
373 written certification from the physician of such employee, a physician
374 assistant or an advanced practice registered nurse of the proposed organ
375 or bone marrow donation and the probable duration of the employee's
376 recovery from such donation.

377 (c) Nothing in this section shall be construed as authorizing leave in
378 addition to the total of twelve workweeks of leave during any twelve-
379 month period provided under the federal Family and Medical Leave
380 Act, P.L. 103-3.

381 (d) The Labor Department shall enforce compliance with the
382 provisions of this section.

383 [(e) For the purposes of subdivision (2) of subsections (a) and (b) of
384 this section, no hours of service worked by a paraeducator prior to the
385 effective date of regulations adopted pursuant to subsection (f) of this
386 section shall be included in the requisite nine hundred fifty hours of

387 service.]

388 [(f)] (e) The Labor Commissioner shall adopt regulations for the
389 provision of family and medical leave benefits to paraeducators
390 employed in an educational setting pursuant to this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2025</i>	31-49e
Sec. 2	<i>October 1, 2025</i>	31-49h
Sec. 3	<i>October 1, 2025</i>	31-51kk
Sec. 4	<i>October 1, 2025</i>	31-51rr

LAB *Joint Favorable Subst.*