



General Assembly

Amendment

January Session, 2025

LCO No. 8044



Offered by:

SEN. HARDING, 30th Dist.
SEN. MARTIN, 31st Dist.
SEN. SAMPSON, 16th Dist.
SEN. CICARELLA, 34th Dist.
SEN. SOMERS, 18th Dist.
SEN. HWANG, 28th Dist.

SEN. BERTHEL, 32nd Dist.
SEN. FAZIO, 36th Dist.
SEN. GORDON, 35th Dist.
SEN. KISSEL, 7th Dist.
SEN. PERILLO J., 21st Dist.

To: Subst. Senate Bill No. **1427**

File No. 542

Cal. No. 307

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

1 After the last section, add the following and renumber sections and
2 internal references accordingly:

3 "Sec. 501. Section 31-49g of the general statutes is repealed and the
4 following is substituted in lieu thereof (*Effective October 1, 2025*):

5 (a) The Paid Family and Medical Leave Insurance Authority shall
6 establish and administer the Paid Family and Medical Leave Insurance
7 Program to provide up to twelve weeks of family and medical leave
8 compensation to covered employees during any twelve-month period,
9 as well as two additional weeks of compensation to a covered employee
10 for a serious health condition resulting in incapacitation that occurs

11 during a pregnancy.

12 (b) (1) Beginning on January 1, 2021, but not later than February 1,
13 2021, each employee and each self-employed individual or sole
14 proprietor who has enrolled in the program pursuant to section 31-49m
15 shall contribute a percentage of such employee's or self-employed
16 individual's or sole proprietor's subject earnings that shall not exceed
17 the Social Security contribution and benefit base, as determined
18 pursuant to 42 USC 430, as amended from time to time, to the Family
19 and Medical Leave Insurance Trust Fund. Such percentage shall be
20 established by the authority, provided that the percentage shall not
21 exceed one-half of one per cent. No employee who has withdrawn from
22 the program pursuant to section 502 of this act shall be required to
23 contribute a percentage of such employee's subject earnings to the
24 Family and Medical Leave Trust Fund.

25 (2) On September 1, 2022, and on each September first thereafter, the
26 authority shall publish the following information: (A) The total amount
27 of contributions collected and benefits paid during the previous fiscal
28 year, as well as the total amount required for the administration of the
29 Family and Medical Leave Insurance Program in such year; (B) the total
30 amount remaining in the trust fund at the close of such fiscal year; (C)
31 in light of such totals, and of expected future expenditures and
32 contributions, a target fund balance sufficient to ensure the ongoing
33 ability of the fund to pay the compensation described in subdivision (2)
34 of subsection (c) of this section, and to limit the need for contribution
35 rate increases or benefit reductions due to changing economic
36 conditions; (D) the amount by which the total amount remaining in the
37 trust fund at the close of the previous fiscal year is less than or greater
38 than that target fund balance. On November 1, 2022, and on each
39 November first thereafter, the authority may announce a revision to the
40 previously established contribution rate, provided the revised rate shall
41 not exceed one-half of one per cent and shall be sufficient to ensure that
42 the trust fund shall achieve and maintain such target fund balance.
43 Effective on January first of the calendar year following each such

44 announcement, the revised contribution rate announced by the
45 authority under this subsection shall supersede the previously
46 established contribution rate.

47 (3) Each employer making payment of any wages to an employee
48 shall deduct and withhold from such wages for each payroll period a
49 contribution computed in such manner as to result, so far as practicable,
50 in withholding from the employee's wages during each calendar year
51 an amount substantially equivalent to the contribution reasonably
52 estimated to be due from the employee under this subsection with
53 respect to the amount of such wages during the calendar year.

54 (4) If, after notice, an employee or employer or self-employed
55 individual or sole proprietor who has enrolled in the program pursuant
56 to section 31-49m fails to make a payment required by this section, a
57 state collection agency, as defined in section 12-35, shall collect such
58 contribution and interest by any means provided in sections 12-35, 31-
59 265 and 31-266.

60 (5) Each employer making payment of any wages to an employee
61 shall (A) register with the authority, and (B) submit reports required by
62 the authority in a form and manner prescribed by the authority.

63 (6) Any employer that fails to comply with the provisions of this
64 subsection shall be subject to penalties established by the authority
65 pursuant to subsection (b) of section 31-49h.

66 (c) (1) Beginning on January 1, 2022, but not later than February 1,
67 2022, covered employees shall receive compensation under this section
68 for up to twelve weeks of leave in any twelve-month period taken for
69 one or more of the reasons listed in subdivision (2) of subsection (a) of
70 section 31-51ll or subsection (i) of said section or section 31-51ss, as well
71 as for two additional weeks for a serious health condition resulting in
72 incapacitation that occurs during a pregnancy, if such covered employee
73 (A) provides notice to the authority, and such covered employee's
74 employer, if applicable, of the need for such compensation in a form and

75 manner prescribed by the authority, and (B) upon the request of the
76 authority, provides certification of such covered employee's need for
77 leave and therefore compensation in the manner provided for in section
78 31-51mm to the authority and such employer, if applicable. Covered
79 employees who are not currently employed or have enrolled in the
80 program pursuant to section 31-49m shall receive compensation in like
81 circumstances. Should the authority determine that it is
82 administratively feasible and prudent, the program may begin
83 providing compensation for leave taken for reasons listed in
84 subparagraphs (A) and (B) of subdivision (2) of subsection (a) of section
85 31-51ll prior to offering compensation for leave taken for the other
86 reasons listed in subdivision (2) of subsection (a) of section 31-51ll or the
87 reasons listed in subsection (i) of said section or section 31-51ss. No
88 employee who has withdrawn from the program pursuant to section
89 502 of this act shall receive compensation under this section.

90 (2) The weekly compensation offered to covered employees shall be
91 equal to ninety-five per cent of the covered employee's base weekly
92 earnings up to an amount equal to forty times the minimum fair wage,
93 as defined in section 31-58, and sixty per cent of that covered employee's
94 base weekly earnings above an amount equal to forty times the
95 minimum fair wage, except that the total weekly compensation shall not
96 exceed an amount equal to sixty times the minimum fair wage.
97 Compensation shall be available on a prorated basis.

98 (3) Notwithstanding subdivision (2) of this subsection, if employee
99 contributions are the maximum percentage allowed and the authority
100 determines that employee contributions are not sufficient to ensure
101 solvency of the program, the authority shall reduce the benefit for
102 covered employees by the minimum amount necessary in order to
103 ensure the solvency of the program.

104 (4) If a covered employee elects to have income tax deducted and
105 withheld from such covered employee's compensation, the amount
106 specified shall be deducted and withheld in a manner consistent with
107 state law.

108 (d) Notwithstanding subsection (g) of section 31-51ll, two spouses
109 employed by the same employer shall each be eligible for up to twelve
110 weeks of compensation under this section in any twelve-month period.
111 Such eligibility for compensation shall not increase their eligibility for
112 job-protected leave beyond the number of weeks specified in said
113 subsection.

114 (e) A covered employee may receive compensation under this section
115 for nonconsecutive hours of leave.

116 (f) A covered employee may receive compensation under this section
117 concurrently with any employer-provided employment benefits,
118 provided the total compensation of such covered employee during such
119 period of leave shall not exceed such covered employee's regular rate of
120 compensation.

121 (g) (1) Except as otherwise provided in subdivision (2) of this
122 subsection, no covered employee shall receive compensation under this
123 section concurrently with income replacement compensation under
124 chapter 567 or 568 or any other state or federal program that provides
125 wage replacement.

126 (2) A covered employee may receive compensation under this section
127 concurrently with compensation received from the victim compensation
128 program administered by the Office of Victim Services within the
129 Judicial Department, provided the total compensation received by the
130 covered employee during the covered employee's period of leave shall
131 not exceed such covered employee's regular rate of compensation.

132 (h) (1) Any moneys expended from the General Fund for the purpose
133 of administering the Family and Medical Leave Insurance Program, or
134 providing compensation to covered employees, shall be reimbursed to
135 the General Fund not later than October 1, 2022.

136 (2) Any moneys expended from any bond authorizations allocated to
137 the authority for the purpose of administering the Family and Medical
138 Leave Insurance Program shall be reimbursed to the General Fund

139 according to a plan to be established by the Secretary of the Office of
 140 Policy and Management, in consultation with the State Treasurer. Such
 141 plan shall provide for a repayment schedule that provides for
 142 repayment by the authority of the debt service deemed attributable to
 143 such bond authorizations. Such repayment shall commence during the
 144 fiscal year ending June 30, 2023, and shall continue until repayment is
 145 complete, according to the terms of the plan. The authority may repay
 146 unpaid amounts earlier than the plan established by the secretary.

147 Sec. 502. (NEW) (*Effective October 1, 2025*) (a) An employee currently
 148 enrolled in the Family and Medical Leave Insurance Program may
 149 withdraw from the program upon submitting an application to the
 150 authority, in a form and manner prescribed by the authority, not less
 151 than thirty days prior to expiration of the initial enrollment or
 152 subsequent reenrollment period, or at such other times as the authority
 153 may prescribe by rule. Any employee that does not withdraw from the
 154 program pursuant this subsection shall be automatically reenrolled in
 155 the program for a period of not less than one year and subject to the
 156 contributions required in subsection (b) of section 31-49g of the general
 157 statutes, as amended by this act.

158 (b) Any employee that has withdrawn from the program pursuant to
 159 subsection (a) of this section that wishes to reenroll in the Family and
 160 Medical Leave Insurance Program may, upon application to the
 161 authority, in a form and manner prescribed by the authority, reenroll in
 162 the program, provided such employee is enrolled in the program for a
 163 period of not less than three years. Such employee shall be automatically
 164 reenrolled in the program for a subsequent period of not less than one
 165 year. Such reenrollment begins immediately following a period of
 166 participation in the program."

This act shall take effect as follows and shall amend the following sections:

Sec. 501	<i>October 1, 2025</i>	31-49g
Sec. 502	<i>October 1, 2025</i>	New section