



General Assembly

**Amendment**

January Session, 2025

LCO No. 8046



Offered by:

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

SEN. BERTHEL, 32<sup>nd</sup> Dist.  
SEN. FAZIO, 36<sup>th</sup> Dist.  
SEN. GORDON, 35<sup>th</sup> Dist.  
SEN. KISSEL, 7<sup>th</sup> Dist.  
SEN. PERILLO J., 21<sup>st</sup> 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. Subsection (b) of section 31-49g of the general statutes is  
4 repealed and the following is substituted in lieu thereof (*Effective October*  
5 *1, 2025*):

6 (b) (1) Beginning on January 1, 2021, but not later than February 1,  
7 2021, each employee and each self-employed individual or sole  
8 proprietor who has enrolled in the program pursuant to section 31-49m  
9 shall contribute a percentage of such employee's or self-employed  
10 individual's or sole proprietor's subject earnings that shall not exceed

11 the Social Security contribution and benefit base, as determined  
12 pursuant to 42 USC 430, as amended from time to time, to the Family  
13 and Medical Leave Insurance Trust Fund. Such percentage shall be  
14 established by the authority, provided that the percentage shall not  
15 exceed [one-half] four-tenths of one per cent.

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

38 (3) Each employer making payment of any wages to an employee  
39 shall deduct and withhold from such wages for each payroll period a  
40 contribution computed in such manner as to result, so far as practicable,  
41 in withholding from the employee's wages during each calendar year  
42 an amount substantially equivalent to the contribution reasonably  
43 estimated to be due from the employee under this subsection with

44 respect to the amount of such wages during the calendar year.

45 (4) If, after notice, an employee or employer or self-employed  
46 individual or sole proprietor who has enrolled in the program pursuant  
47 to section 31-49m fails to make a payment required by this section, a  
48 state collection agency, as defined in section 12-35, shall collect such  
49 contribution and interest by any means provided in sections 12-35, 31-  
50 265 and 31-266.

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

54 (6) Any employer that fails to comply with the provisions of this  
55 subsection shall be subject to penalties established by the authority  
56 pursuant to subsection (b) of section 31-49h, as amended by this act."

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| This act shall take effect as follows and shall amend the following sections: |                 |           |
| Sec. 501  | October 1, 2025 | 31-49g(b) |