



General Assembly

**Amendment**

January Session, 2025

LCO No. 8007



Offered by:  
SEN. SAMPSON, 16<sup>th</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 Strike section 1 in its entirety and insert the following in lieu thereof:

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 Section 31-49e of the general statutes is repealed and the  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

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

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

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

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

13 employment income, as defined in 26 USC 1402(b), as amended from  
14 time to time, earned during the two quarters of the covered employee's  
15 base period in which such earnings were highest, provided self-  
16 employment income shall be included only if the recipient has enrolled  
17 in the program pursuant to section 31-49m;

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

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

39 [(6)] (5) "Employ" means to allow or permit to work;

40 [(7)] (6) "Employee" means an individual engaged in service to an  
41 employer in this state in the business of the employer;

42 [(8)] (7) "Employer" means a person engaged in any activity,  
43 enterprise or business or a federally recognized tribe that has entered

44 into a memorandum of understanding pursuant to section 31-49u, who  
45 employs one or more employees, and includes any person who acts,  
46 directly or indirectly, in the interest of an employer to any of the  
47 employees of such employer and any successor in interest of an  
48 employer. "Employer" [does not mean] includes the federal  
49 government, the state or a municipality, a local or regional board of  
50 education or a nonpublic elementary or secondary school; [, except that  
51 the state, a municipal employer or local or regional board of education  
52 is an employer with respect to each of its covered public employees;]

53 [(9)] (8) "Family and medical leave compensation" or "compensation"  
54 means the paid leave provided to covered employees from the Family  
55 and Medical Leave Insurance Trust Fund;

56 [(10)] (9) "Family and Medical Leave Insurance Authority Board"  
57 means the board of directors established in section 31-49f;

58 [(11)] (10) "Family and Medical Leave Insurance Program" or  
59 "program" means the program established in section 31-49g;

60 [(12)] (11) "Family and Medical Leave Insurance Trust Fund" or  
61 "trust" means the trust fund established in section 31-49i;

62 [(13)] (12) "Health care provider" has the same meaning as provided  
63 in section 31-51kk, as amended by this act;

64 [(14)] (13) "Municipality" has the same meaning as provided in  
65 section 7-245;

66 [(15)] (14) "Person" means one or more individuals, partnerships,  
67 associations, corporations, limited liability companies, business trusts,  
68 legal representatives or any organized group of persons;

69 [(16)] (15) "Serious health condition" has the same meaning as  
70 provided in section 31-51kk, as amended by this act; and

71 [(17)] (16) "Subject earnings" means total wages, as defined in  
72 subsection (b) of section 31-222 and self-employment income as defined

73 in 26 USC 1402(b), as amended from time to time, that shall not exceed  
74 the Social Security contribution and benefit base, as determined  
75 pursuant to 42 USC 430, as amended from time to time, provided self-  
76 employment income shall be included only if the recipient has enrolled  
77 in the program pursuant to section 31-49m."