



General Assembly

**Amendment**

January Session, 2025

LCO No. 8051



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 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 Section 31-49g of the general statutes is repealed and the  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, and ending January 1, 2026, each employee and each self-

14 employed individual or sole proprietor who has enrolled in the program  
15 pursuant to section 31-49m shall contribute a percentage of such  
16 employee's or self-employed individual's or sole proprietor's subject  
17 earnings that shall not exceed the Social Security contribution and  
18 benefit base, as determined pursuant to 42 USC 430, as amended from  
19 time to time, to the Family and Medical Leave Insurance Trust Fund.  
20 Such percentage shall be established by the authority, provided that the  
21 percentage shall not exceed one-half of one per cent.

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

44 (3) Each employer making payment of any wages to an employee  
45 shall deduct and withhold from such wages for each payroll period a  
46 contribution computed in such manner as to result, so far as practicable,

47 in withholding from the employee's wages during each calendar year  
48 an amount substantially equivalent to the contribution reasonably  
49 estimated to be due from the employee under this subsection with  
50 respect to the amount of such wages during the calendar year.

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

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

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

63 (2) On and after January 1, 2026, each employee who has enrolled in  
64 the program pursuant to section 502 of this act or sole proprietor who  
65 has enrolled in the program pursuant to section 31-49m shall submit to  
66 the Commissioner of Revenue Services on a quarterly basis, as  
67 determined by the commissioner and in a form and manner prescribed  
68 by the commissioner, the amount due from such employee as  
69 determined by the authority. The commissioner shall transfer the  
70 amounts collected to the fund on a schedule agreed to by the  
71 commissioner and the authority, along with information required by the  
72 authority to attribute the amounts submitted to the corresponding  
73 employee.

74 (3) If, after notice, an employee who has enrolled in the program  
75 pursuant to section 502 of this act or self-employed individual or sole  
76 proprietor who has enrolled in the program pursuant to section 31-49m  
77 fails to make a payment required by this section, the Commissioner of

78 Revenue Services shall notify the authority and the authority shall  
79 unenroll such employee, self-employed individual or sole proprietor  
80 from the program at the end of such employee's or self-employed  
81 individual's or sole proprietor's initial enrollment or subsequent  
82 reenrollment period.

83 (c) (1) Beginning on January 1, [2022] 2026, but not later than February  
84 1, [2022] 2026, covered employees shall receive compensation under this  
85 section for up to twelve weeks of leave in any twelve-month period  
86 taken for one or more of the reasons listed in subdivision (2) of  
87 subsection (a) of section 31-51ll or subsection (i) of said section or section  
88 31-51ss, as well as for two additional weeks for a serious health  
89 condition resulting in incapacitation that occurs during a pregnancy, if  
90 such covered employee (A) provides notice to the authority, and such  
91 covered employee's employer, if applicable, of the need for such  
92 compensation in a form and manner prescribed by the authority, and  
93 (B) upon the request of the authority, provides certification of such  
94 covered employee's need for leave and therefore compensation in the  
95 manner provided for in section 31-51mm to the authority and such  
96 employer, if applicable. Covered employees who are not currently  
97 employed or have enrolled in the program pursuant to section 31-49m  
98 shall receive compensation in like circumstances. Should the authority  
99 determine that it is administratively feasible and prudent, the program  
100 may begin providing compensation for leave taken for reasons listed in  
101 subparagraphs (A) and (B) of subdivision (2) of subsection (a) of section  
102 31-51ll prior to offering compensation for leave taken for the other  
103 reasons listed in subdivision (2) of subsection (a) of section 31-51ll or the  
104 reasons listed in subsection (i) of said section or section 31-51ss.

105 (2) The weekly compensation offered to covered employees shall be  
106 equal to ninety-five per cent of the covered employee's base weekly  
107 earnings up to an amount equal to forty times the minimum fair wage,  
108 as defined in section 31-58, and sixty per cent of that covered employee's  
109 base weekly earnings above an amount equal to forty times the  
110 minimum fair wage, except that the total weekly compensation shall not

111 exceed an amount equal to sixty times the minimum fair wage.  
112 Compensation shall be available on a prorated basis.

113 (3) Notwithstanding subdivision (2) of this subsection, if employee  
114 contributions are the maximum percentage allowed and the authority  
115 determines that employee contributions are not sufficient to ensure  
116 solvency of the program, the authority shall reduce the benefit for  
117 covered employees by the minimum amount necessary in order to  
118 ensure the solvency of the program.

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

123 (d) Notwithstanding subsection (g) of section 31-51*ll*, two spouses  
124 employed by the same employer shall each be eligible for up to twelve  
125 weeks of compensation under this section in any twelve-month period.  
126 Such eligibility for compensation shall not increase their eligibility for  
127 job-protected leave beyond the number of weeks specified in said  
128 subsection.

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

131 (f) A covered employee may receive compensation under this section  
132 concurrently with any employer-provided employment benefits,  
133 provided the total compensation of such covered employee during such  
134 period of leave shall not exceed such covered employee's regular rate of  
135 compensation.

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

141 (2) A covered employee may receive compensation under this section  
142 concurrently with compensation received from the victim compensation  
143 program administered by the Office of Victim Services within the  
144 Judicial Department, provided the total compensation received by the  
145 covered employee during the covered employee's period of leave shall  
146 not exceed such covered employee's regular rate of compensation.

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

151 (2) Any moneys expended from any bond authorizations allocated to  
152 the authority for the purpose of administering the Family and Medical  
153 Leave Insurance Program shall be reimbursed to the General Fund  
154 according to a plan to be established by the Secretary of the Office of  
155 Policy and Management, in consultation with the State Treasurer. Such  
156 plan shall provide for a repayment schedule that provides for  
157 repayment by the authority of the debt service deemed attributable to  
158 such bond authorizations. Such repayment shall commence during the  
159 fiscal year ending June 30, 2023, and shall continue until repayment is  
160 complete, according to the terms of the plan. The authority may repay  
161 unpaid amounts earlier than the plan established by the secretary.

162 Sec. 502. (NEW) (*Effective October 1, 2025*) (a) An employee, upon  
163 application to the authority, in a form and manner prescribed by the  
164 authority, may enroll in the Family and Medical Leave Insurance  
165 Program, provided such employee is enrolled in the program for an  
166 initial period of not less than three years. Such employee shall be  
167 automatically reenrolled in the program for a subsequent period, or  
168 periods, of not less than one year. Such reenrollment begins  
169 immediately following a period of participation in the program.

170 (b) An employee may withdraw from the program upon submitting  
171 written notice to the authority not less than thirty days prior to the  
172 expiration of the initial enrollment or subsequent reenrollment period,

173 or at such other times as the authority may prescribe by rule."

This act shall take effect as follows and shall amend the following sections:		
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Sec. 501	<i>October 1, 2025</i>	31-49g
Sec. 502	<i>October 1, 2025</i>	New section