



**Governor Ned Lamont
State of Connecticut**



FACT SHEET
2019 Legislative Session

SENATE BILL 881
AN ACT ESTABLISHING A PAID FAMILY AND MEDICAL LEAVE PROGRAM

Summary of Proposal:

This proposal establishes a paid family and medical leave program that provides workers who need to take time off of work for a new child or because of their own or a family member's serious medical condition with a portion of their salary for up to twelve weeks. It also protects those taking such leave, regardless of the size of their employer, from being fired or otherwise penalized by their employer. The program is funded at no cost to Connecticut businesses by having workers contribute .5% of their income below the Social Security taxable maximum to a Family and Medical Leave Insurance Trust Fund administered by the state.

Reason for Proposal:

Disparities in paid family and medical leave policies force too many workers to choose between their or their family's health and financial security, which drives employee turnover and imposes costs on the state's public assistance programs.

Section Details:

Sec. 1 defines the pool of workers that are covered by the program and other terms relevant to the paid family and medical leave program.

Sec. 2 provides a timeline for implementing the program by 2022, sets the initial payroll contribution and the process for determining that contribution going forward, sets the weekly benefit to ninety percent of a worker's salary up to an amount equal to forty times the minimum wage and sixty-seven percent of a worker's salary above that amount, capped at sixty times the minimum wage, and requires the program to reimburse the general fund for its start-up costs.

Secs. 3-6 establish the Family and Medical Leave Insurance Trust Fund.

Sec. 7 calls for a public education campaign about the program.

Sec. 8 sets the conditions under which employers and employees can agree to secure equivalent paid family and medical leave benefits through a private plan.

Sec. 9 establishes a procedure for contesting denials of compensation under the program.

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Sec. 10 requires employers to provide employees information about the program.

Sec. 11 establishes penalties for fraud and prevents health care providers from charging patients before certifying any serious medical condition.

Sec. 12 preserves employers' ability to provide more expansive benefits, workers' rights to already bargained-for benefits, and workers' ability to collectively bargain for more expansive benefits.

Sec. 13 requires an annual report to the General Assembly and the Office of Policy and Management.

Sec. 14 amends Connecticut's unpaid Family and Medical Leave Act to expand the definition of family and of the employers and employees covered by that act.

Secs. 15-16 amend Connecticut's unpaid Family and Medical Leave Act to conform certain periods of protected leave to the period for which paid family and medical leave is available and to incorporate the expanded definition of family.

Sec. 17 amends Connecticut's unpaid Family and Medical Leave Act to authorize record-keeping in the interest of preventing fraud against the program.

Sec. 18 amends Connecticut's unpaid Family and Medical Leave Act to streamline its procedure for resolving alleged violations of that act's protections and to provide attorney's fees to employee's who substantiate their allegations.

Sec. 19 amends Connecticut's unpaid Family and Medical Leave Act to require the Department of Labor to issue updated regulations.

Sec. 20 amends the list of trust funds in section 3-13c of the general statutes to include the Family and Medical Leave Insurance Trust Fund.