

<div> <div>Larkin</div> <div>Connecticut - Coverage Options and Funding (State Income Replacement Benefits)</div> </div>	
State Programs	<b>CT Paid Leave</b> Connecticut Paid Leave Authority <a href="http://www.ctpaidleave.org">www.ctpaidleave.org</a>
Employer Eligibility	Employers with 1 employee (CT) must remit applicable contributions for this program (see "Cost" field below)
Employee Eligibility	Employees are eligible for benefits if they have earned \$2,325 during the base period with any CT employer(s) (the highest-earning quarter of the first four of the five most recently completed quarters). We generally advise that employees apply and the state will make the determination of eligibility.
Coverage Allowed	State administers (outsourced to Aflac insurance company). Private plans (Voluntary Plans - VPs) are permitted - employee majority vote required.
Cost	<b>Employer</b> None - Employer has the option of paying the entire cost or sharing it with the employee  <b>Employee</b> 0.5% of employee wages up to the Social Security Wage Base (\$168,600 in 2024, <b>\$176,100 in 2025</b> ). Maximum employee contribution is \$843.00 (2024); <b>\$880.50 (2025)</b>
Employer Action Summary	- Submit wage reports/contributions  - You should register with the state for CT Paid Leave: <a href="https://www.ctpaidleave.org/For-Businesses-and-Employers/register-your-business/employers">https://www.ctpaidleave.org/For-Businesses-and-Employers/register-your-business/employers</a> Registration guide: <a href="https://ctpaidleave.my.salesforce.com/sfc/p/#t00000004XRe/a/t0000001pJlD/klA5tOPwOenHLJRwzaNe4ywedD07KezoEiXsdqiDwUo">https://ctpaidleave.my.salesforce.com/sfc/p/#t00000004XRe/a/t0000001pJlD/klA5tOPwOenHLJRwzaNe4ywedD07KezoEiXsdqiDwUo</a> Toolkit Guide for the Batch Process: <a href="https://www.ctpaidleave.org/-/media/ctpl/english-pdfs-and-docs/remit/file-specification-toolkit/file-specification-toolkit.pdf">https://www.ctpaidleave.org/-/media/ctpl/english-pdfs-and-docs/remit/file-specification-toolkit/file-specification-toolkit.pdf</a>  Remit quarterly contributions: <a href="https://www.ctpaidleave.org/remit-contributions?language=en_US">https://www.ctpaidleave.org/remit-contributions?language=en_US</a>  <b>Wages/Contributions due Quarterly and must be filed within 30 days of the end of each calendar quarter. Final Deadlines: (Q1- April 30, Q2 - July 31, Q3 - October 31, Q4 - January 31)</b>  The above pertains to registering with the state for contributions/wage reporting. Employers may have separate obligations for registering with the state for the employer statements process (see the " <a href="#">Employer Statements Process</a> " section on this state's Compliance Center page).

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