


<div>  <div>Connecticut - State Leave and Pay Summary Table</div> </div>										
Leave Law	Interaction with Other Laws (if employee is eligible)	Leave Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
Connecticut Family and Medical Leave Act (CTFMLA)	Leave Laws - CTFMLA runs concurrently with federal FMLA. CTFMLA runs concurrently with FEPA.	Leave	1 employee (CT)	3 months of employment with current employer (no hours worked requirement)	Yes	N/A	12 weeks (Up to 2 additional weeks for incapacity during pregnancy, before the child is born)	N/A	N/A	Spouse, sibling, son or daughter, grandparent, grandchild or parent, or an individual related to the employee by blood or affinity whose close association the employee shows to be the equivalent of those family relationships.
	Pay Laws - CTFMLA runs concurrently with CTPL.						Parental, family care, medical (including pregnancy disability), organ or bone marrow donor, and military exigency leave. 26 weeks Military caregiver leave			
Connecticut Fair Employment Practices Act (FEPA) - pregnancy disability leave	Leave Laws - FEPA runs concurrently with federal FMLA. FEPA runs concurrently with CTFMLA.	Leave	3 employees (CT)	No requirements.	Yes	No - must continue if continued for other medical (non-pregnancy related) leaves	Pregnancy Disability Leave (No duration maximum)	N/A	N/A	N/A
	Pay Laws - FEPA runs concurrently with CTPL.									
CT Paid Leave (CTPL)	Leave Laws - CTPL runs concurrently with federal FMLA. CTPL runs concurrently with CTFMLA. CTPL runs concurrently with FEPA. Pay Laws - N/A	Pay	1 employee (CT)	Must have earned \$2,325 in the highest-earning quarter of the first four of the five most recently completed quarters (the "base period").	N/A	N/A	12 weeks (Up to 2 additional weeks for incapacity during pregnancy, before the child is born) Parental, family care leave, medical leave (including pregnancy disability) and organ or bone marrow donor, military exigency. Family violence leave (12 days).	Up to 95% of average weekly wage, up to \$941.40. For claims beginning 01/01/25: The maximum benefit amount is up to \$981 per week.	N/A	Spouse, sibling, son or daughter, grandparent, grandchild or parent, or an individual related to the employee by blood or affinity whose close association the employee shows to be the equivalent of those family relationships.

The Larkin Company has taken reasonable steps to ensure the accuracy of the information on this page, however we make no representation or warranty of any kind as to its accuracy or completeness. These resources should not be construed or substituted for legal advice. Accordingly, before taking any actions based upon such information provided herein, we encourage you to seek competent legal advice from a licensed attorney or appropriate professionals.