

Larkin Connecticut - Employer Notice Requirements						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
Connecticut Family and Medical Leave Act (CTFMLA)	Leave	1 employee (CT)	N/A - if notice to new hire is provided (see right).	Yes - Employers have the option to provide the notice to new hires or provide notice of CT FMLA within their handbook. CT Paid Leave specifically requires the notice to be provided to new hires. As the CT Paid Leave and CT FMLA notice is a combined notice, employers will meet their notice requirements under both CT FMLA and CT Paid Leave, when they provide the combined notice to new hires.	N/A	N/A
CT Paid Leave (CTPL)	Pay	1 employee (CT)	N/A	Yes - The notice must be provided to employees annually. In addition, employers must provide this to each new hire in CT.	N/A	N/A
Connecticut Fair Employment Practices Act (FEPA) - pregnancy disability leave	Leave	3 employees (CT)	N/A	Yes - Employer should provide within 10 days of employer being made aware of the pregnancy.	N/A	N/A

ADDITIONAL INSIGHTS

The above handbook, new hire and employer notice requirements, if applicable (see above the requirements for each state), only apply if you are considered a Covered Employer under each law (see "Covered Employer" field).

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