

	<p>Connecticut Paid Leave (CTPL) Benefits</p> <p>Update (10/01/25, effective 01/01/26): On January 1, 2026, the Paid Leave program's weekly benefit amount for CT Paid Leave (CT PL) will increase to \$1,016.40 (from \$981 in 2025).</p> <p>Further, the Connecticut Paid Leave Board of Directors have once again voted for the CT PL contribution rate to remain 0.5% for employees in 2026. Employers should continue to remit contributions at the same rate in accordance with this update. As a reminder, contributions are capped at the Social Security Wage base, which is \$184,500 in 2026.</p> <p>Update (11/04/25, effective immediately): The Connecticut Department of Labor has released an updated Employer's Written Notice of Employee Rights under CT FMLA and CTPL. As a reminder, for Connecticut Paid Leave (CTPL), the notice is not required to be posted within the workplace, but it must be provided upon an employee's hire and annually thereafter. For CT FMLA, employers have the option to provide the notice to new hires, or to provide the notice within their employee handbook. You can find the link to download the updated notice within the "Notice Requirements" section below.</p>
What is the Update?	
Handbook/Policy Updates	Updates to your company handbook may need to be made if you include Connecticut specific income replacement benefits information.
Notice Requirements	<p>CT FMLA - Employers have the option to provide the notice to new hires or provide the notice within their employee handbook.</p> <p>CT PL - Employers are not required to display the written notice in the workplace, but must provide the notice to employees annually and upon hire.</p> <p>The written notice is combined for both CT FMLA and CTPL, so employers will meet their notice requirements under both laws by providing the combined notice to new hires and annually thereafter: Written Notice of Employee Rights under CT FMLA and CTPL</p>
Larkin Action	The Larkin Company will adjust offsets for any top-up (leave of absence pay) calculations or STD, accordingly, if we handle these services for you.
Further Company Considerations	<p>Please ensure as a company you are offsetting any salary continuation/company top-up pay aligned with the new maximum weekly benefit rate, effective 01/01/26.</p> <p>* Additionally, please be sure to adjust your contributions in line with the updates, effective 01/01/26.</p> <p>*Claims that start in 2025 will be awarded 2025 benefit rates. Claims that begin on or after 01/01/26 will be eligible for the new maximum benefit rate.</p>
Resources	CT Paid Leave Board of Directors Votes to Maintain Contribution Rate

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