

Connecticut Paid Family and Medical Leave Insurance Dates

Derived from Public Act 19-25 as amended by Public Act 19-117

<https://www.cga.ct.gov/2019/ACT/pa/pdf/2019PA-00025-R00SB-00001-PA.pdf>

<https://www.cga.ct.gov/2019/ACT/pa/pdf/2019PA-00117-R00HB-07424-PA.pdf>

2019	
July 1, 2019	Initial appointments made to the Board.
Within 10 calendar days after Board appointment	Each member shall take and subscribe the oath of affirmation required by article XI, section 1, of the Constitution of the state. The oath shall be filed in the office of the Secretary of the State.
Within 10 calendar days of Board adopting an authorizing resolution for member(s) to sign checks or handle funds	<ol style="list-style-type: none"> 1) Appropriate officer/member shall execute a surety bond in the penal sum of \$50,000 or procure an equivalent insurance product, OR 2) The chairperson shall obtain a blanket position bond covering the executive director and each member of the board and other employee or authorized officer of the Authority in the penal sum of \$50,000
2020	
n/a	
2021	
Beginning on January 1, 2021, but not later than February 1, 2021	Withholdings begin
2022	
Not later than January 1, 2022	<p>The Labor Commissioner shall adopt the necessary procedures and guidelines, including</p> <ul style="list-style-type: none"> • Guidelines regarding factors to be considered when determining whether an individual's close association with an employee is the equivalent of a family member's, and • procedures for hearings and redress, including restoration and restitution, for an employee who believes that there is a violation

	by the employer of such employee of any provision of said sections
January 1, 2022	Employees of the Authority shall be considered state employees.
January 1, 2022	CT FMLA changes go into effect.
January 1, 2022, but not later than February 1, 2022	Covered employees will be eligible to begin receiving compensation for paid family and medical leaves.
July 1, 2022, and annually thereafter	The Authority shall report on: <ul style="list-style-type: none"> • The projected and actual participation in the program • The balance of the trust • The reasons claimants are receiving family and medical leave compensation • The success of outreach and education efforts • Demographic information of claimants, including gender, age, town of residence and income level, and • The total number of claims made and claims denied
September 1, 2022, and on each September first thereafter	The Authority shall publish: <ul style="list-style-type: none"> • Total contributions collected and benefits paid during the previous fiscal year, • Total administrative costs in the previous fiscal year, • Total amount remaining in the trust fund at the close of the previous fiscal year, • Target fund balance sufficient to ensure the solvency of the program while limiting the need for withholding increases or benefit reductions, • Difference between the remaining balance in the trust fund and the target fund balance
October 1, 2022	No later than this date, any moneys expended from the General Fund for the purpose of administering the Family and Medical Leave Insurance Program, or providing compensation to covered employees, shall be reimbursed to the General Fund.
November 1, 2022, and on each November 1 thereafter	The Authority may publish a revision to the contribution rate, so long as it does not exceed 0.5 percent.
2023	
January 1, 2023, and on each January 1 thereafter	Revisions to the contribution rate announced on November 1 of the following year go into effect.