# CT PFML Fast Facts

**What to know about Connecticut Paid Family & Medical Leave (CT PFML).**

## What is the Connecticut program?

- CT PFML Law passed in June 2019
- Benefits are available through a state-run program or employer plan
- Benefits include:
  - » Nearly all employees are eligible for up to 12 weeks[1] of Paid Leave
  - » Up to 95% of the employee's average weekly wage for the portion that is less than or equal to 40 times Connecticut minimum wage, and
  - » 60% of the employee's average weekly wage for the portion that is more than 40 times Connecticut minimum wage;
  - » Up to a weekly maximum benefit of 60 times Connecticut minimum wage.

## How is it funded?

- CT PFML is funded through employee payroll deductions (Cannot exceed 0.5%)
- Employers can choose to pay all or part of the employees' share

## When did it start?

- Jan 1, 2021 – Employees began paying in to the state-run program
- Jan 1, 2022 – Employees started receiving benefits

Note: Dates and details about employer's private plans in CT are evolving.

## How can it be used?

**Employees can use CT PFML benefits to:**

- Welcome a new child (through birth, adoption, or foster placement)
- Care for a seriously ill family member or anyone related by blood or who is the equivalent of a family member
- Tend to their own serious health condition – not related to their job
- Donate an organ or bone marrow
- Care for and/or support the needs of a family member in the military
- Tend to needs as a victim of family violence, including sexual assault

## Who can use it?

**Employees are eligible for CT PFML state plan benefits if they:**

- Have earned at least $2,325 or more during the highest earning quarter within the first four of the five most recently completed quarters; and
  - » Are employed in CT by an employer, as defined under CT PFML law;
  - » Have been employed by an employer in the previous 12 weeks; or
  - » Are self-employed or a sole proprietor and a CT resident who has enrolled in the program.

For more information about CT PFML, visit
**TheHartford.com/pfml-ct**

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[1] Plus two additional weeks for pregnancy complications.

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