

NOTICE OF CONNECTICUT STATE AGENCIES

CT PAID FAMILY & MEDICAL LEAVE INSURANCE AUTHORITY

NOTICE OF INTENT TO REVISE ITS CONSOLIDATED POLICIES REGARDING THE ADMINISTRATION OF THE CT PAID LEAVE ACT

In accordance with sections 1-121 and 31-49o of the Connecticut General Statutes, notice is hereby given that the Board of Directors of the Connecticut Paid Family and Medical Leave Insurance Authority (“hereinafter the CT Paid Leave Authority”) intends to revise its consolidated policies regarding the administration of the CT Paid Leave Act.

The revisions clarify several issues relating to the following topics:

- Sole proprietors and self-employed individuals
- Impact of holidays and company shutdowns on benefits
- Transitioning to or from a Private Plan.

Specifically, the revisions relating to the sole proprietors and self-employed individuals include clarifying the effective dates of enrollment; describing the circumstances when the Authority may waive penalties for early withdrawal from enrollment; establishing a waiting period in the event a sole proprietor or self-employed individual who withdrew from the program seeks to re-enroll; and clarifying the documentation needed to validate earnings.

The revisions relating to holidays and company shutdowns provide greater clarity and examples of how the duration of a holiday or shutdown impacts benefit payments.

The revisions relating to the transition to or from a private plan include the following:

- Establish that open or “in flight” claims will terminate, regardless of whether private-to-public or public-to-private
- Clarify that former employees of the employer who are still eligible for benefits as of the date of transition may remain under the public program if they provide notice;
- Describe the circumstances that a private plan may consider previous paid leave time used under public plan; and
- Explain how the CT Paid Leave Authority will process previously in flight claims that a re-filed due to the transition from a private plan to public plan, the public program will:

To request a copy of the proposed revisions or to submit written comments regarding the policy, please email erin.choquette@ct.gov, including “Consolidated Policies Revision” in the subject line.

All written comments regarding this policy must be submitted by September 23, 2022.
