



NOTICE OF EMPLOYEE RIGHTS UNDER THE CONNECTICUT FAMILY AND MEDICAL LEAVE ACT (CTFMLA) & CONNECTICUT PAID LEAVE ACT (CTPLA)

LEAVE ENTITLEMENT AND ELIGIBILITY:

CT Family and Medical Leave (CTFMLA) and CT Paid Leave (CTPL) are two separate laws to help eligible workers who need to take a leave of absence for qualifying reasons outlined below. Capital Area Health Consortium (CAHC) has been approved by the State Authority to offer its employees a private CT paid leave plan as an alternative to the publicly administered State Program. Our Private Plan offers the same rights as the State's programs with enhanced benefits. An eligible employee who cannot work for of a "qualifying reason" listed below may apply to receive income replacement benefits from the Plan to replace lost wages through the Connecticut Paid Leave Act (CTPLA).

Qualifying reasons for leave include:

- The birth of a child and care within the first year after birth;
- The placement of a child with an employee for adoption or foster care and care for the child within the first year after placement;
- To care for a family member with a serious health condition. Family includes a spouse (the person to whom one is legally married), sibling, son or daughter, grandparent, grandchild or parent, or an individual related to the employee by blood or affinity;
- Because of the employee's own serious health condition;
- To serve as an organ or bone marrow donor;
- To address qualifying exigencies arising from a spouse, son, daughter, or parent's active duty service in the armed forces; or
- To care for a spouse, son, daughter, parent or next of kin with a serious injury or illness incurred on active duty in the armed forces.

APPLYING FOR INCOME-REPLACEMENT BENEFITS UNDER CTPFML

CTPL benefits are available for up to 12 weeks in a 12-month period, with an additional two weeks available to an employee for incapacity or medical treatment during pregnancy. Benefits are limited to 12 days for leave to deal with the effects of family violence.

Active employees will be compensated at 100% of pay for medical leaves. For maternity leaves, 6 or 8 weeks depending on the type of delivery, will be medical leave with any additional time taken paid at the family leave rate. For CT FMLA leaves other than medical and for terminated employees, the total weekly compensation shall not exceed an amount equal to sixty times the Connecticut minimum wage, which became \$840 weekly on July 1, 2022, and will increase to \$900 weekly on June 1, 2023. CAHC requires you to use employer-provided accruals to supplement the income replacement benefits provided under this Plan. Employees have the right to retain at least two weeks of their employer-provided accruals instead of using them during their leave (if available at the time of leave).

Employees can request income replacement to Capital Area Health Consortium by emailing cahcgroup@uchc.edu or calling (860) 676-1110. More information about Capital Area Health Consortium's Private Paid Leave Plan and instructions for how to apply are available at [CT Paid Leave – CAHC](#).

EMPLOYER NOTIFICATION FOR CTFMLA LEAVE

Employees should provide at least 30 days' advance notice to their employer of the need to take CTFMLA leave if they can. If they are unable to because they do not know they need leave, the employee must provide notice as soon as possible. An employer may require a medical certification to support a request for leave.

ADDITIONAL BENEFITS OFFERED THROUGH CAHC'S PRIVATE PLAN AS COMPARED TO THE CT STATE PLAN

- Allows CAHC to offer more significant leave benefits for medical leaves, paying at 100% of pay instead of paying at the reduced State rate of 60 times the Connecticut minimum wage rate. As of 7/1/22 \$1,680 (bi-weekly) and increasing to \$1,800 (bi-weekly) on 6/1/23.
- Allows you to earn increased net leave pay by eliminating FICA and FLI tax deductions while on leave (the FICA wage reduction will result in reduced social security wages at retirement).
- Allows you to work directly with CAHC on your leave of absence instead of CT Paid Leave Authority or their Third-Party Administrator.

WHAT IS PROHIBITED BY STATE LAW?

The CTFMLA prohibits employers from:

- Interfering with or denying any rights provided by the CTFMLA or CTPL. Examples include, but are not limited to, improperly refusing to grant CTFMLA leave or discouraging employees from using CTFMLA leave or applying for CTPL benefits.
- Disciplining, terminating, discriminating against, or retaliating against any individual for taking CTFMLA leave or applying for CTPL benefits, for opposing or complaining about any unlawful practice, or being involved in any proceeding related to the CTFMLA.

If you believe that your CTFMLA rights have been violated, you can file a complaint directly in Superior Court or with the Connecticut Department of Labor. To file a CTFMLA complaint with the Connecticut Department of Labor, complete and submit the appropriate CTFMLA complaint form found on the Department's website found at [THE CONNECTICUT FAMILY & MEDICAL LEAVE ACT and CT PAID LEAVE APPEALS](#). More information about the CTFMLA is available at [THE CONNECTICUT FAMILY & MEDICAL LEAVE ACT and CT PAID LEAVE APPEALS](#) and CTPL at <https://ctpaidleave.org/>.