



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

LEAVE ENTITLEMENT AND ELIGIBILITY:

CT Family and Medical Leave (CTFMLA) and CT Paid Leave (CTPL) are two separate laws that provide eligible workers who have been employed for 3 consecutive months with up to 12 weeks of job-protected leave when they 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 plan as an alternative to the publicly administered State Program. Our Private Plan provides the same rights as the State's programs with enhanced benefits. An eligible employee may apply for income replacement benefits from the Plan to replace lost wages allowed 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.

It also allows eligible employees to receive two extra weeks of leave (up to a total of 14 weeks) in connection with an incapacity that occurs during pregnancy. CTFMLA further allows eligible employees to take up to 26 weeks of leave in a single 12-month period to care for a covered servicemember with a serious injury or illness.

Employees may also take up to 12 days of leave to deal with the effects of family violence, separate from leave time available under state or federal law. While this is not protected under CTFMLA, it is protected under the Connecticut Family Violence Leave Act, and an employee can apply for CTPL in connection with these absences.

Eligible employees will be compensated at 100% of pay for medical leaves. For CT FMLA leaves other than medical and for terminated employees, the total weekly compensation shall be paid at the state benefit rate, which is 60 times the current Connecticut minimum wage rate. Covered Employees are required to utilize their sick and vacation time for medical leaves and vacation time for family leaves before receiving any paid leave benefits under this plan. Employees have the right to retain at least two weeks of their employer-provided accruals for use outside the leave period (if available at the time of leave).

APPLYING FOR INCOME-REPLACEMENT BENEFITS UNDER CTFMFL

Employees can apply for paid leave by contacting Capital Area Health Consortium by emailing cahcgroupp@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 cannot because they do not know they need a leave, the employee must provide notice as soon as possible. CAHC will require specific leave paperwork to support a request for leave.

WHAT IS PROHIBITED?

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, discouraging employees from using CTFMLA leave, or applying for CTPL benefits.
- Disciplining, terminating, discriminating against, or retaliating against any individual for taking CTFMLA leave, applying for CTPL benefits, opposing, or complaining about any unlawful practice, or being involved in any proceeding related to the CTFMLA.

If you believe 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 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/>.

ADDITIONAL BENEFITS OFFERED THROUGH CAHC'S PRIVATE 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.
- Allows you to earn increased net leave pay by eliminating unnecessary FICA and FLI tax deductions while on active leave.
- Allows you to work directly with CAHC on your leave of absence instead of CT Paid Leave Authority or their Third-Party Administrator.