

# Legal Updates

CT Paid Sick Leave, CT Family Medical Leave Act, Federal Family Medical Leave Act



Connecticut  
Paid Leave

CT FAMILY  
MEDICAL &  
LEAVE



**FAMILY AND  
MEDICAL  
LEAVE ACT  
(FMLA)**

# Connecticut Paid Sick Leave Act (CPSL)

## Purpose:

Provides paid time off for employees to address personal or family health needs, mental wellness, public health emergencies, or issues related to family violence or sexual assault.

## Coverage:

- Applies to private-sector employers in Connecticut.
- As of January 1, 2025, covers employers with 25+ employees.
- Expands to 11+ employees in 2026, and all employers by 2027
- As of J

## Eligibility:

- Covers most private-sector employees, including temporary workers.
- Seasonal employees (working  $\leq 120$  days/year) and certain unionized construction workers are excluded
- Employees accrue 1 hour of paid sick leave for every 30 hours worked, up to 40 hours/year.
- Leave can be used after 120 calendar days of employment

## Permitted Uses:

- Preventative care, illness, injury, mental health days.
- Public health emergencies.
- Exposure to communicable diseases.
- Family violence or sexual assault-related needs



# CPSL Act -Collective Bargaining Adjustment amended June 4, 2025

The Connecticut General Assembly amended the Connecticut Paid Sick Leave Act (CPSL) on June 4, 2025, specifically addressing how the law applies to unionized school employees and other municipal workers.

## Key Adjustment for Unionized School Employees:

Previously, the CPSL required that paid sick leave be taken in minimum increments of one hour. This posed scheduling challenges for school districts and municipalities, especially when collective bargaining agreements specified different increments (e.g., half-day or full-day).

The 2025 amendment allows school employees covered by a collective bargaining agreement to use paid sick leave in increments defined by that agreement, rather than being bound to the one-hour minimum.

## Who This Applies To:

- School employees as defined by Conn. Gen. Stat. § 53a-65
- Police officers
- Firefighters
- Public works employees
- All must be covered by a collective bargaining agreement



## Impact:

- Employers (e.g., boards of education) can now follow the increment rules in union contracts.
- For example, if a contract allows sick leave only in half-day increments, that becomes the enforceable standard.
- This change restores operational flexibility for scheduling and staffing in schools and municipalities

# Connecticut Family and Medical Leave Act (CT FMLA)

## Purpose:

Provides job-protected unpaid leave for qualifying family and medical reasons, including bonding with a new child, caring for a family member, or personal health issues.

## Coverage:

- Applies to almost all employers with 1+ employees in Connecticut.
- Excludes municipalities, local/regional boards of education, and nonpublic schools, unless the employee is a paraprofessional, nurses, custodians, clerks, and other non-certified staff starting October 1, 2025, due to changes enacted by Public Act 25-174

## Eligibility:

- Employees must have worked for the employer for at least 3 months.
- No minimum hours worked requirement

## Benefits:

- Up to 12 weeks of unpaid, job-protected leave in a 12-month period.
- Up to 2 additional weeks for pregnancy-related incapacity.
- Up to 26 weeks to care for a seriously ill or injured service member

## Coordination with CT Paid Leave:

- CT FMLA provides job protection, while CT Paid Leave offers income replacement.
- Employees must apply separately for each



# Federal Family and Medical Leave Act (FMLA)

## Purpose:

Provides **unpaid, job-protected leave for family and medical reasons**, including childbirth, adoption, serious health conditions, and military family needs.

## Coverage:

- Applies to private employers with 50+ employees within a 75-mile radius.
- Also applies to public agencies and public/private schools

## Eligibility:

- Employees must have:
  - Worked for the employer for at least 12 months.
  - Worked 1,250 hours in the past 12 months

## Benefits:

- Up to 12 weeks of unpaid leave per year.
- Up to 26 weeks for military caregiver leave.
- **Employers must maintain group health benefits during leave**



Feature	CT Paid Sick Leave	CT FMLA	Federal FMLA
Type of Leave	Paid	Unpaid	Unpaid
Job Protection	Yes	Yes	Yes
Income Replacement	Yes	No (unless CT Paid Leave applies)	No
Employer Coverage	All private employers by 2027	Most CT employers	Employers with 50+ employees
Employee Eligibility	120 days of employment	3 months of employment	12 months + 1,250 hours
Duration	Up to 40 hours/year	Up to 12 weeks/year	Up to 12 weeks/yea