

CONNECTICUT

Connecticut Amends Employee Leave Laws

The Connecticut legislature has passed amendments to its laws on [paid sick leave](#) (PSL), [paid family and medical leave](#) (CT Paid Leave) and state [family and medical leave](#) (CT FMLA). Gov. Ned Lamont has indicated he will sign the [state bond bill](#) containing the amendments.

PSL

The bill amends the PSL law by requiring school employees and specified municipal employees working under collective bargaining agreements (CBAs) to use PSL at the minimum increment negotiated in the CBA rather than in the one-hour increment allowed by the law. This means that if the CBA states that PSL will be used in minimum increments of four hours, for example, the designated employees will not be able to take PSL for just one hour at a time.

However, for this provision to apply, the school board or municipality must allow accrual of PSL at a greater rate than what the law mandates, which is one hour per 30 hours worked, up to 40 hours per year.

The municipal employees affected by the change are police officers, firefighters and public works department employees.

The changes to the paid sick leave law are effective immediately upon the bill's enactment.

CT Paid Leave

CT Paid Leave provides up to 12 weeks per year of partial wage compensation for eligible employees of covered employers who take leave for qualified family and medical reasons. It does not provide a job-protected right to leave; however, employees on leave may be covered by CT FMLA or the federal FMLA, both of which do provide job protection (although not compensation) during leave.

Starting Oct. 1, 2025, the bond bill adds CT Paid Leave coverage for employees of public and private elementary and secondary schools if they hold a position that does not require professional certification. These employees were previously excluded from participation in the paid family and medical leave

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Highlights

PSL

Amendments to PSL allow employers to enforce minimum usage increments in CBAs for school and some municipal employees.

CT Paid Leave

Uncertified school employees will be able to apply for benefits.

CT FMLA

Uncertified school employees will be eligible for job-protected leave.

School employees who were excluded from CT FMLA and CT Paid Leave are now eligible for the benefits.

program.

In addition, instead of having to work for their current employer for three months immediately preceding the leave, as required of other employees under the paid leave statute, the school employees must work for just three months during the 12-month period before the leave.

The bill additionally substituted “public school operator” for “local or regional board of education” in the CT Paid Leave statute, defining the term to include not only local or regional school boards, but also magnet schools, charter schools, academies and co-ops. The paid leave law exclusions and requirements that previously applied only to school boards will now apply to these other schools as well.

CT FMLA

Provisions in the bill also affect CT FMLA, starting Oct. 1, 2025. The amendments offer the unpaid but job-protected leave to the same employees who were added to CT Paid Leave: employees of a public school operator or a nonpublic elementary or secondary school whose position does not require a professional certification, and who have been employed by their current employer for at least three months during the previous 12-month period.

As with the CT Paid Leave statute, the amendments insert “public school operator” in place of “local or regional board of education,” with the same definition of the term. The bill also struck special provisions in the law for paraeducators.

Next Steps for Employers

Schools and municipalities should review the changes to ensure their leave policies comply with the new provisions by their effective date. In particular, magnet schools, charter schools, academies and co-op schools should become familiar with CT FMLA and CT Paid Leave compliance requirements in the bill that may not have applied to them in the past. School employers should bear in mind that they may now be responsible for withholding and sending CT Paid Leave payroll contributions to the state for newly eligible employees.