



General Assembly

Amendment

January Session, 2017

LCO No. 8372



Offered by:
SEN. LOONEY, 11th Dist.

To: Senate Bill No. 1

File No. 236

Cal. No. 153

"AN ACT CONCERNING EARNED FAMILY AND MEDICAL LEAVE."

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

3 "Section 1. (NEW) (*Effective from passage*) As used in this section and
4 sections 2 to 13, inclusive, of this act:

5 (1) "Covered employee" means an individual who (A) (i) has earned
6 not less than two thousand three hundred twenty-five dollars, or such
7 minimum earning threshold as is prescribed by the Labor
8 Commissioner pursuant to subsection (f) of section 2 of this act, from
9 one or more employers during the employee's highest earning quarter
10 within the five most recently completed calendar quarters, and (ii) is
11 employed by an employer or not currently employed, (B) is a self-
12 employed person or sole proprietor who is enrolled in the Family and
13 Medical Leave Compensation Program pursuant to section 8 of this
14 act, or (C) is a member of a collective bargaining unit that has
15 negotiated inclusion in the program, in accordance with chapter 68 of

16 the general statutes or sections 7-467 to 7-477, inclusive, of the general
17 statutes or 10-153a to 10-153t, inclusive, of the general statutes;

18 (2) "Administrator" means the Labor Department;

19 (3) "Employ" means to allow or permit to work;

20 (4) "Employee" means any person engaged in service to an employer
21 in the state in the business of the employer and shall include a self-
22 employed person or sole proprietor in the state who elects coverage
23 under section 8 of this act;

24 (5) "Employer" means a person engaged in any activity, enterprise
25 or business who employs two or more employees, and includes any
26 person who acts, directly or indirectly, in the interest of an employer to
27 any of the employees of such employer and any successor in interest of
28 an employer, but shall not include the state or a municipality, a local or
29 regional board of education or a nonpublic elementary or secondary
30 school, except when a collective bargaining unit negotiates inclusion of
31 the members of that collective bargaining unit in the program, in
32 accordance with chapter 68 of the general statutes or sections 7-467 to
33 7-477, inclusive, of the general statutes or 10-153a to 10-153t, inclusive,
34 of the general statutes. The number of employees of an employer shall
35 be determined by the administrator on October first annually;

36 (6) "Family and medical leave compensation" or "compensation"
37 means the paid leave provided to covered employees from the Family
38 and Medical Leave Compensation Trust Fund;

39 (7) "Family and Medical Leave Compensation Program" or
40 "program" means the program established pursuant to section 2 of this
41 act;

42 (8) "Family and Medical Leave Compensation Trust Fund" or "trust"
43 means the trust fund established pursuant to section 3 of this act; and

44 (9) "Person" means one or more individuals, partnerships,
45 associations, corporations, limited liability companies, business trusts,

46 legal representatives or any organized group of persons.

47 Sec. 2. (NEW) (*Effective from passage*) (a) (1) There is established a
48 Family and Medical Leave Compensation Program. The program shall
49 be administered by the administrator and shall offer to covered
50 employees during any twelve-month period, as described in section
51 31-51ll of the general statutes, as amended by this act: (1) On or after
52 July 1, 2020, up to eight workweeks of family and medical leave
53 compensation; (2) on or after July 1, 2022, up to ten workweeks of
54 family and medical leave compensation; and (3) on or after July 1,
55 2024, up to twelve workweeks of family and medical leave
56 compensation.

57 (2) Notwithstanding subdivision (1) of this subsection, if employee
58 contributions are the maximum allowed pursuant to subsection (c) of
59 this section and the administrator determines that employee
60 contributions are not sufficient to ensure solvency of the program, the
61 administrator shall reduce the aggregate number of days or weeks
62 offered to covered employees to levels that ensure the program's
63 solvency and allow benefits to be provided pursuant to subsection (d)
64 of this section.

65 (b) On or before July 1, 2019, the administrator shall begin collecting
66 contributions to the Family and Medical Leave Compensation Trust
67 Fund, established pursuant to section 3 of this act and, on and after
68 July 1, 2020, shall begin to provide compensation to covered
69 employees. For the purposes of this section and sections 3 to 13,
70 inclusive, of this act, the administrator shall have the power to (1)
71 determine whether an individual meets the requirements for
72 compensation under this section; (2) require a covered employee's
73 claim for compensation pursuant to this section be supported by
74 certification pursuant to section 31-51mm of the general statutes, as
75 amended by this act; (3) examine or cause to be produced or examined,
76 any books, records, documents, contracts or other papers relevant to
77 the eligibility of a covered employee; (4) summon and examine under
78 oath such witnesses as may provide information relevant to a covered

79 employee's claim for family and medical leave compensation; (5)
80 establish procedures and forms for the filing of claims for
81 compensation, including the certification required for establishing
82 eligibility for such compensation; and (6) ensure the confidentiality of
83 records and documents relating to medical certifications,
84 recertifications or medical histories of covered employees or covered
85 employees' family members pursuant to section 31-5100 of the general
86 statutes, as amended by this act.

87 (c) Each employee shall contribute a percentage of his or her weekly
88 earnings to the Family and Medical Leave Compensation Trust Fund,
89 in a manner and form as prescribed by the administrator pursuant to
90 section 6 of this act, provided such percentage shall not exceed one-
91 half of one per cent. The amount of earnings subject to contributions
92 for a given year shall not exceed the Social Security contribution and
93 benefit base, as determined pursuant to 42 USC 430, as amended from
94 time to time, and shall be utilized to provide compensation to covered
95 employees pursuant to subsections (c) to (f), inclusive, of this section.

96 (d) (1) The weekly compensation offered to covered employees shall
97 be one hundred per cent of the first three hundred eighty-five dollars
98 of a covered employee's average weekly earnings, eighty per cent of
99 the average weekly earnings over three hundred eighty-five dollars
100 but not more than seven hundred sixty-nine dollars, and sixty-six per
101 cent of the average weekly earnings over seven hundred sixty-nine
102 dollars. The weekly compensation shall not exceed one thousand
103 dollars. If the Internal Revenue Service determines that family and
104 medical leave compensation is subject to federal income tax and a
105 covered employee elects to have federal income tax deducted and
106 withheld from his or her compensation, the administrator shall deduct
107 and withhold the amount specified in the United States Internal
108 Revenue Code in a manner consistent with the state law.

109 (2) Effective July 1, 2021, and not later than each July fifteenth
110 thereafter, the Labor Commissioner shall announce an adjustment to
111 the maximum compensation established pursuant to subdivision (1) of

112 this subsection that shall be equal to the percentage increase between
113 the last complete calendar year and the previous calendar year in the
114 consumer price index for urban wage earners and clerical workers in
115 the northeast urban area of New York-Northern New Jersey-Long
116 Island, NY-NJ-CT-PA, with no seasonal adjustment, as calculated by
117 the United States Department of Labor's Bureau of Labor Statistics,
118 with the amount of the maximum compensation increase rounded to
119 the nearest five cents. The maximum compensation plus the
120 adjustment announced by the Labor Commissioner on July fifteenth
121 shall become the new maximum compensation and shall be effective
122 on the January first immediately following.

123 (e) A covered employee shall receive compensation under this
124 section for leave taken for one or more of the reasons listed in
125 subparagraphs (A) to (E), inclusive, of subdivision (2) of subsection (a)
126 of section 31-51ll of the general statutes, as amended by this act, or the
127 reasons listed in subsection (i) of said section or section 31-51ss of the
128 general statutes, as amended by this act, provided such covered
129 employee (1) provides notice to the administrator, and such covered
130 employee's employer, if applicable, of the need for such compensation
131 in a form and a manner as prescribed by the administrator, and (2)
132 upon the request of the administrator, provides certification of such
133 covered employee's need for compensation in accordance with the
134 provisions of section 31-51mm of the general statutes, as amended by
135 this act, to the administrator and such employer, if applicable.

136 (f) A covered employee may receive compensation under this
137 section for nonconsecutive hours of leave provided such leave shall
138 not amount to less than eight hours of leave in any workweek. If
139 family and medical leave benefits are taken for eight hours or more,
140 but for less than one full week, such hourly compensation shall be
141 determined on a pro rata basis at the discretion of the administrator.

142 (g) Effective July 1, 2021, and not later than each July fifteenth
143 thereafter, the Labor Commissioner shall announce an adjustment to
144 the minimum earning threshold required for an individual to receive

145 compensation under this section that shall be equal to the percentage
146 increase between the last complete calendar year and the previous
147 calendar year in the consumer price index for urban wage earners and
148 clerical workers in the northeast urban area of New York-Northern
149 New Jersey-Long Island, NY-NJ-CT-PA, with no seasonal adjustment,
150 as calculated by the United States Department of Labor's Bureau of
151 Labor Statistics, with the amount of the minimum earning threshold
152 increase rounded to the nearest five cents. The minimum earning
153 threshold plus the adjustment announced by the Labor Commissioner
154 on July fifteenth shall become the new minimum earning threshold
155 and shall be effective on the January first immediately following.

156 (h) A covered employee may receive compensation under this
157 section concurrently with any employer-provided employment
158 benefits, provided the total compensation of such covered employee
159 during such period of leave shall not exceed such covered employee's
160 regular rate of compensation.

161 (i) No covered employee shall receive compensation under this
162 section concurrently with the provisions of chapter 567 or 568 of the
163 general statutes or any other state or federal program that provides
164 wage replacement.

165 Sec. 3. (NEW) (*Effective from passage*) (a) There is established a fund
166 to be known as the "Family and Medical Leave Compensation Trust
167 Fund" the purpose of which shall be to distribute family and medical
168 leave compensation to covered employees, educate and inform
169 individuals about the program and pay the operational, administrative
170 and investment costs of the trust, including those incurred pursuant to
171 section 6 of this act. The Family and Medical Leave Compensation
172 Trust Fund shall be a nonlapsing fund held by the State Treasurer
173 separate and apart from all other moneys, funds and accounts.
174 Investment earnings credited to the trust shall become part of the trust.

175 (b) The trust shall constitute an instrumentality of the state and shall
176 perform essential governmental functions, in accordance with the

177 provisions of this section. The trust shall receive and hold all payments
178 and deposits or contributions intended for the trust, as well as gifts,
179 bequests, endowments or federal, state or local grants and any other
180 funds from any public or private source and all earnings until
181 disbursed in accordance with the provisions of this section.

182 (c) The amounts on deposit in the trust shall not constitute property
183 of the state and the trust shall not be construed to be a department,
184 institution or agency of the state. Amounts on deposit in the trust shall
185 not be commingled with state funds and the state shall have no claim
186 to or against, or interest in, such funds. Any contract entered into by or
187 any obligation of the trust shall not constitute a debt or obligation of
188 the state and the state shall have no obligation to any designated
189 beneficiary or any other person on account of the trust and all amounts
190 obligated to be paid from the trust shall be limited to amounts
191 available for such obligation on deposit in the trust. The trust shall
192 continue in existence as long as it holds any deposits or has any
193 obligations and until its existence is terminated by law and upon
194 termination any unclaimed assets shall return to the state. Property of
195 the trust shall be governed by section 3-61a of the general statutes.

196 (d) The State Treasurer shall be responsible for the receipt and
197 investment of moneys held by the trust. The trust shall not receive
198 deposits in any form other than cash. No depositor or designated
199 beneficiary may direct the investment of any contributions or amounts
200 held in the trust other than the specific fund options provided for by
201 the trust.

202 Sec. 4. (NEW) (*Effective from passage*) The State Treasurer, on behalf
203 of the Family and Medical Leave Compensation Trust Fund and for
204 purposes of the trust, shall:

205 (1) Receive and invest moneys in the trust in any instruments,
206 obligations, securities or property in accordance with sections 3 and 5
207 of this act;

208 (2) Procure insurance as the State Treasurer deems necessary to

209 protect the trust's property, assets, activities or deposits or
210 contributions to the trust; and

211 (3) Apply for, accept and expend gifts, grants or donations from
212 public or private sources to carry out the objectives of the trust.

213 Sec. 5. (NEW) (*Effective from passage*) The State Treasurer shall invest
214 the amounts on deposit in the Family and Medical Leave
215 Compensation Trust Fund in a manner reasonable and appropriate to
216 achieve the objectives of the trust, exercising the discretion and care of
217 a prudent person in similar circumstances with similar objectives. The
218 State Treasurer shall give due consideration to rate of return, risk, term
219 or maturity, diversification of the total portfolio within the trust,
220 liquidity, the projected disbursements and expenditures and the
221 expected payments, deposits, contributions and gifts to be received.
222 The State Treasurer shall not require the trust to invest directly in
223 obligations of the state or any political subdivision of the state or in
224 any investment or other fund administered by the State Treasurer. The
225 assets of the trust shall be continuously invested and reinvested in a
226 manner consistent with the objectives of the trust until disbursed upon
227 order of the administrator or expended on expenses incurred by the
228 operations of the trust.

229 Sec. 6. (NEW) (*Effective from passage*) The administrator, in
230 consultation with the State Treasurer and the Department of Revenue
231 Services, shall establish the procedures necessary to implement the
232 Family and Medical Leave Compensation Program. The administrator
233 shall:

234 (1) Design, establish and operate the program to ensure
235 transparency in the management of the program and the Family and
236 Medical Leave Compensation Trust Fund through oversight and ethics
237 review of plan fiduciaries;

238 (2) Design and establish the process by which employees shall
239 contribute a portion of their salary or wages to the trust. Such process
240 shall include, but not be limited to, the creation of an information

241 packet including the necessary paperwork for an employee to
242 participate in the program pursuant to section 8 of this act;

243 (3) Evaluate and establish the process by which employers may
244 credit employee contributions to the trust through payroll deposit;

245 (4) Determine the amount of employee contributions necessary to
246 ensure solvency of the program;

247 (5) Ensure that contributions to the trust collected from employees
248 shall not be used for any purpose other than to provide compensation
249 to covered employees or to satisfy any expenses, including employee
250 costs, incurred to implement, maintain, advertise and administer the
251 program;

252 (6) Establish and maintain a secure Internet web site that displays all
253 public notices issued by the administrator and such other information
254 as the administrator deems relevant and necessary for the education of
255 the public regarding the program; and

256 (7) Not later than January 1, 2018, submit a report, in accordance
257 with the provisions of section 11-4a of the general statutes, to the
258 General Assembly regarding any recommendations for legislative
259 action that may be necessary for the implementation of the program.

260 Sec. 7. (NEW) (*Effective January 1, 2019*) The administrator, in
261 consultation with the State Treasurer, shall conduct a public education
262 campaign to inform individuals and employers about the Family and
263 Medical Leave Compensation Program. Such campaign shall include,
264 but not be limited to, information about the requirements for receiving
265 family and medical leave compensation, how to apply for such
266 compensation and the circumstances for which such compensation
267 may be available. On or before January 1, 2020, and annually
268 thereafter, the administrator shall prepare and make available to
269 employers a poster with information explaining (1) the requirements
270 for receiving family and medical leave compensation, (2) how to apply
271 for such compensation, (3) the circumstances for which such

272 compensation may be available, (4) employees' entitlement to family
273 and medical leave under sections 31-51kk to 31-51qq, inclusive, of the
274 general statutes, as amended by this act, and 31-51ss of the general
275 statutes, as amended by this act, and the terms under which such leave
276 may be used, (5) that retaliation by the employer against the employee
277 for requesting, applying for or using family and medical leave for
278 which the employee is eligible is prohibited, and (6) that the employee
279 has a right to file a complaint with the Labor Commissioner for any
280 violation of the provisions of said sections. The administrator may use
281 funds contributed to the Family and Medical Leave Compensation
282 Trust Fund for purposes of the public education campaign.
283 Information distributed or made available under the campaign shall be
284 available in English and Spanish and in any other language as
285 prescribed by the administrator.

286 Sec. 8. (NEW) (*Effective from passage*) (a) A self-employed person or
287 sole proprietor, upon application to the administrator, in a form and
288 manner as prescribed by the administrator, may enroll in the Family
289 and Medical Leave Compensation Program, provided such self-
290 employed person or sole proprietor is enrolled in the program for an
291 initial period of not less than three years. Such self-employed person or
292 sole proprietor may reenroll in the program for a subsequent period,
293 or periods, of not less than one year, provided (1) such self-employed
294 person or sole proprietor provides written notice of such reenrollment
295 to the administrator, and (2) such reenrollment begins immediately
296 following a period of participation in the program.

297 (b) A self-employed person or sole proprietor may withdraw from
298 the program upon submitting written notice to the administrator not
299 less than thirty days prior to the expiration of the initial enrollment
300 period, or at such other times as the administrator may prescribe by
301 rule.

302 Sec. 9. (NEW) (*Effective from passage*) Any covered employee, or self-
303 employed person or sole proprietor participating in the program,
304 aggrieved by a denial of compensation under the Family and Medical

305 Leave Compensation Program may file a complaint with the Labor
306 Commissioner. Upon receipt of any such complaint, the commissioner
307 shall hold a hearing. After the hearing, the commissioner shall send
308 each party a written copy of the commissioner's decision. The
309 commissioner may award the covered employee, or self-employed
310 person or sole proprietor, all appropriate relief, including any
311 compensation or benefits to which the employee otherwise would
312 have been eligible if such denial had not occurred. Any party
313 aggrieved by the decision of the commissioner may appeal the
314 decision to the Superior Court in accordance with the provisions of
315 chapter 54 of the general statutes.

316 Sec. 10. (NEW) (*Effective July 1, 2020*) Each employer shall, at the
317 time of hiring, and annually thereafter, provide notice to each of the
318 employer's employees (1) of the entitlement to family and medical
319 leave under sections 31-51kk to 31-51qq, inclusive, of the general
320 statutes, as amended by this act, and 31-51ss of the general statutes, as
321 amended by this act, and the terms under which such leave may be
322 used, (2) that retaliation by the employer against the employee for
323 requesting, applying for or using family and medical leave for which
324 the employee is eligible is prohibited, and (3) that the employee has a
325 right to file a complaint with the Labor Commissioner for any violation
326 of said sections. Employers may comply with the provisions of this
327 section by displaying the poster prepared pursuant to section 7 of this
328 act in a conspicuous place, accessible to employees, at the employer's
329 place of business that contains the information required by this section
330 in both English and Spanish. The Labor Commissioner may adopt
331 regulations, in accordance with chapter 54 of the general statutes, to
332 establish additional requirements concerning the means by which
333 employers shall provide such notice.

334 Sec. 11. (NEW) (*Effective from passage*) (a) Any individual or covered
335 employee participating in the program who wilfully makes a false
336 statement or misrepresentation regarding a material fact, or wilfully
337 fails to report a material fact, to obtain family and medical leave
338 compensation shall be disqualified from receiving any compensation

339 under the program for one year.

340 (b) If family and medical leave compensation is paid to an
341 individual or covered employee erroneously or as a result of wilful
342 misrepresentation by such individual or covered employee, or if a
343 claim for family and medical leave compensation is rejected after
344 compensation is paid, the administrator may seek repayment of
345 benefits from the individual or covered employee having received
346 such compensation. The Labor Commissioner may, in his or her
347 discretion, waive, in whole or in part, the amount of any such
348 payments where the recovery would be against equity and good
349 conscience.

350 Sec. 12. (NEW) (*Effective from passage*) (a) The provisions of sections 2
351 to 13, inclusive, of this act are severable and if any provision is
352 determined to contravene state or federal law, the remainder of
353 sections 2 to 13, inclusive, of this act shall remain in full force and
354 effect.

355 (b) Nothing in sections 31-51kk to 31-51qq, inclusive, of the general
356 statutes, as amended by this act, and 31-51ss of the general statutes, as
357 amended by this act, or sections 2 to 13, inclusive, of this act, shall be
358 construed to (1) prevent employers from providing any benefits that
359 are more expansive than those provided for under said sections, (2)
360 diminish any rights provided to any covered employee under the
361 terms of the covered employee's employment or a collective
362 bargaining agreement, or (3) preempt or override the terms of any
363 collective bargaining agreement effective prior to the effective date of
364 this section.

365 Sec. 13. (NEW) (*Effective from passage*) Not later than July 1, 2021, and
366 annually thereafter, the Labor Commissioner shall report, in
367 accordance with section 11-4a of the general statutes, to the joint
368 standing committees of the General Assembly having cognizance of
369 matters relating to appropriations and the budgets of state agencies
370 and labor, on (1) the projected and actual participation in the program,

371 (2) the balance of the trust, (3) the size of employers at which covered
372 employees are employed, (4) the reasons covered employees are
373 receiving family and medical leave compensation, (5) the success of the
374 administrator's outreach and education efforts, and (6) demographic
375 information of covered employees, including gender, age, town of
376 residence and income level.

377 Sec. 14. Section 31-51kk of the general statutes is repealed and the
378 following is substituted in lieu thereof (*Effective July 1, 2020*):

379 As used in sections 31-51kk to 31-51qq, inclusive, as amended by
380 this act:

381 (1) "Eligible employee" means an employee who has been employed
382 (A) for at least [twelve] six months by the employer with respect to
383 whom leave is requested; and (B) for at least [one thousand] five
384 hundred hours of service with such employer during the [twelve-
385 month] six-month period preceding the first day of the leave;

386 (2) "Employ" includes to allow or permit to work;

387 (3) "Employee" means any person engaged in service to an employer
388 in the business of the employer;

389 (4) "Employer" means a person engaged in any activity, enterprise
390 or business who employs [seventy-five] two or more employees, and
391 includes any person who acts, directly or indirectly, in the interest of
392 an employer to any of the employees of such employer and any
393 successor in interest of an employer, but shall not include the state, a
394 municipality, a local or regional board of education, or a [private or
395 parochial] nonpublic elementary or secondary school. The number of
396 employees of an employer shall be determined on October first
397 annually;

398 (5) "Employment benefits" means all benefits provided or made
399 available to employees by an employer, including group life insurance,
400 health insurance, disability insurance, sick leave, annual leave,

401 educational benefits and pensions, regardless of whether such benefits
402 are provided by practice or written policy of an employer or through
403 an "employee benefit plan", as defined in Section 1002(3) of Title 29 of
404 the United States Code;

405 (6) "Grandchild" means a grandchild related to a person by (A)
406 blood, (B) marriage, or (C) adoption by a child of the grandparent;

407 (7) "Grandparent" means a grandparent related to a person by (A)
408 blood, (B) marriage, or (C) adoption of a minor child by a child of the
409 grandparent;

410 ~~[(6)]~~ (8) "Health care provider" means (A) a doctor of medicine or
411 osteopathy who is authorized to practice medicine or surgery by the
412 state in which the doctor practices; (B) a podiatrist, dentist,
413 psychologist, optometrist or chiropractor authorized to practice by the
414 state in which such person practices and performs within the scope of
415 the authorized practice; (C) an advanced practice registered nurse,
416 nurse practitioner, nurse midwife or clinical social worker authorized
417 to practice by the state in which such person practices and performs
418 within the scope of the authorized practice; (D) Christian Science
419 practitioners listed with the First Church of Christ, Scientist in Boston,
420 Massachusetts; (E) any health care provider from whom an employer
421 or a group health plan's benefits manager will accept certification of
422 the existence of a serious health condition to substantiate a claim for
423 benefits; (F) a health care provider as defined in subparagraphs (A) to
424 (E), inclusive, of this subdivision who practices in a country other than
425 the United States, who is licensed to practice in accordance with the
426 laws and regulations of that country; or (G) such other health care
427 provider as the Labor Commissioner determines, performing within
428 the scope of the authorized practice. The commissioner may utilize any
429 determinations made pursuant to chapter 568;

430 ~~[(7)]~~ (9) "Parent" means a biological parent, foster parent, adoptive
431 parent, stepparent, parent-in-law or legal guardian of an eligible
432 employee or an eligible employee's spouse, or an individual [who

433 stood] standing in loco parentis to an eligible employee; [when the
434 employee was a son or daughter;]

435 [(8)] (10) "Person" means one or more individuals, partnerships,
436 associations, corporations, business trusts, legal representatives or
437 organized groups of persons;

438 [(9)] (11) "Reduced leave schedule" means a leave schedule that
439 reduces the usual number of hours per workweek, or hours per
440 workday, of an employee;

441 [(10)] (12) "Serious health condition" means an illness, injury,
442 impairment, or physical or mental condition that involves (A) inpatient
443 care in a hospital, hospice, nursing home or residential medical care
444 facility; or (B) continuing treatment, including outpatient treatment, by
445 a health care provider;

446 (13) "Sibling" means a brother or sister related to a person by (A)
447 blood, (B) marriage, or (C) adoption by a parent of the person;

448 [(11)] (14) "Son or daughter" means a biological, adopted or foster
449 child, stepchild, legal ward, or, in the alternative, a child of a person
450 standing in loco parentis; [who is (A) under eighteen years of age; or
451 (B) eighteen years of age or older and incapable of self-care because of
452 a mental or physical disability;] and

453 [(12)] (15) "Spouse" means a [husband or wife, as the case may be]
454 person to whom one is legally married.

455 Sec. 15. Section 31-51ll of the general statutes is repealed and the
456 following is substituted in lieu thereof (*Effective July 1, 2020*):

457 (a) (1) Subject to section 31-51mm, as amended by this act, an
458 eligible employee employed by an employer who employs fifty or
459 more employees shall be entitled to a total of [sixteen] twelve
460 workweeks of leave during any [twenty-four-month] twelve-month
461 period. [, such twenty-four month] An eligible employee who is
462 employed by an employer who employs at least two, but not more

463 than forty-nine employees, shall be entitled to eight workweeks of
464 leave during any twelve-month period on or after July 1, 2020. Such
465 twelve-month period [to be] shall be determined utilizing any one of
466 the following methods: (A) [Consecutive calendar years] Calendar
467 year; (B) any fixed [twenty-four-month] twelve-month period, such as
468 [two consecutive fiscal years] a fiscal year or a [twenty-four-month]
469 twelve-month period measured forward from an employee's first date
470 of employment; (C) a [twenty-four-month] twelve-month period
471 measured forward from an employee's first day of leave taken under
472 sections 31-51kk to 31-51qq, inclusive, as amended by this act; or (D) a
473 rolling [twenty-four-month] twelve-month period measured backward
474 from an employee's first day of leave taken under sections 31-51kk to
475 31-51qq, inclusive, as amended by this act.

476 (2) Leave under this subsection may be taken for one or more of the
477 following reasons:

478 (A) Upon the birth of a son or daughter of the employee;

479 (B) Upon the placement of a son or daughter with the employee for
480 adoption or foster care;

481 (C) In order to care for the spouse, [or a son,] sibling, son or
482 daughter, grandparent, grandchild or parent of the employee, if such
483 spouse, [son,] sibling, son or daughter, grandparent, grandchild or
484 parent has a serious health condition;

485 (D) Because of a serious health condition of the employee;

486 (E) In order to serve as an organ or bone marrow donor; or

487 (F) Because of any qualifying exigency, as determined in regulations
488 adopted by the United States Secretary of Labor, arising out of the fact
489 that the spouse, son, daughter or parent of the employee is on active
490 duty, or has been notified of an impending call or order to active duty,
491 in the armed forces, as defined in subsection (a) of section 27-103.

492 (b) Entitlement to leave under subparagraph (A) or (B) of

493 subdivision (2) of subsection (a) of this section may accrue prior to the
494 birth or placement of a son or daughter when such leave is required
495 because of such impending birth or placement.

496 (c) (1) Leave under subparagraph (A) or (B) of subdivision (2) of
497 subsection (a) of this section for the birth or placement of a son or
498 daughter may not be taken by an employee intermittently or on a
499 reduced leave schedule unless the employee and the employer agree
500 otherwise. Subject to subdivision (2) of this subsection concerning an
501 alternative position, subdivision (2) of subsection (f) of this section
502 concerning the duties of the employee and subdivision (5) of
503 subsection (b) of section 31-51mm, as amended by this act, concerning
504 sufficient certification, leave under subparagraph (C) or (D) of
505 subdivision (2) of subsection (a) or under subsection (i) of this section
506 for a serious health condition may be taken intermittently or on a
507 reduced leave schedule when medically necessary. The taking of leave
508 intermittently or on a reduced leave schedule pursuant to this
509 subsection shall not result in a reduction of the total amount of leave to
510 which the employee is entitled under subsection (a) of this section
511 beyond the amount of leave actually taken.

512 (2) If an employee requests intermittent leave or leave on a reduced
513 leave schedule under subparagraph (C), (D) or (E) of subdivision (2) of
514 subsection (a) or under subsection (i) of this section that is foreseeable
515 based on planned medical treatment, the employer may require the
516 employee to transfer temporarily to an available alternative position
517 offered by the employer for which the employee is qualified and that
518 (A) has equivalent pay and benefits, and (B) better accommodates
519 recurring periods of leave than the regular employment position of the
520 employee, provided the exercise of this authority shall not conflict
521 with any provision of a collective bargaining agreement between such
522 employer and a labor organization which is the collective bargaining
523 representative of the unit of which the employee is a part.

524 (d) Except as provided in subsection (e) of this section, leave
525 granted under subsection (a) of this section may consist of unpaid

526 leave.

527 (e) (1) If an employer provides paid leave for fewer than [sixteen]
528 twelve workweeks, the additional weeks of leave necessary to attain
529 the [sixteen] twelve workweeks of leave required under sections 5-
530 248a and 31-51kk to 31-51qq, inclusive, as amended by this act, may be
531 provided without compensation.

532 (2) (A) An eligible employee may elect [, or an employer may
533 require the employee,] to substitute any of the accrued paid vacation
534 leave, personal leave or family leave of the employee for leave
535 provided under subparagraph (A), (B) or (C) of subdivision (2) of
536 subsection (a) of this section for any part of the [sixteen-week] twelve-
537 week period of such leave under said subsection or under subsection
538 (i) of this section for any part of the twenty-six-week period of such
539 leave.

540 (B) An eligible employee may elect [, or an employer may require
541 the employee,] to substitute any of the accrued paid vacation leave,
542 personal leave, or medical or sick leave of the employee for leave
543 provided under subparagraph (C), (D) or (E) of subdivision (2) of
544 subsection (a) of this section for any part of the [sixteen-week] twelve-
545 week period of such leave under said subsection or under subsection
546 (i) of this section for any part of the twenty-six-week period of leave,
547 except that nothing in section 5-248a or sections 31-51kk to 31-51qq,
548 inclusive, as amended by this act, shall require an employer to provide
549 paid sick leave or paid medical leave in any situation in which such
550 employer would not normally provide any such paid leave.

551 (f) (1) In any case in which the necessity for leave under
552 subparagraph (A) or (B) of subdivision (2) of subsection (a) of this
553 section is foreseeable based on an expected birth or placement of a son
554 or daughter, the employee shall provide the employer with not less
555 than thirty days' notice, before the date of the leave is to begin, of the
556 employee's intention to take leave under said subparagraph (A) or (B),
557 except that if the date of the birth or placement of a son or daughter

558 requires leave to begin in less than thirty days, the employee shall
559 provide such notice as is practicable.

560 (2) In any case in which the necessity for leave under subparagraph
561 (C), (D) or (E) of subdivision (2) of subsection (a) or under subsection
562 (i) of this section is foreseeable based on planned medical treatment,
563 the employee (A) shall make a reasonable effort to schedule the
564 treatment so as not to disrupt unduly the operations of the employer,
565 subject to the approval of the health care provider of the employee or
566 the health care provider of the spouse, sibling, son [,] or daughter,
567 [spouse] grandparent, grandchild or parent of the employee, as
568 appropriate; and (B) shall provide the employer with not less than
569 thirty days' notice, before the date the leave is to begin, of the
570 employee's intention to take leave under said subparagraph (C), (D) or
571 (E) or said subsection (i), except that if the date of the treatment
572 requires leave to begin in less than thirty days, the employee shall
573 provide such notice as is practicable.

574 (g) In any case in which [a husband and wife] two spouses entitled
575 to leave under subsection (a) of this section are employed by the same
576 employer, the aggregate number of workweeks of leave to which both
577 may be entitled may be limited to [sixteen] twelve workweeks during
578 any [twenty-four-month] twelve-month period, if such leave is taken:
579 (1) Under subparagraph (A) or (B) of subdivision (2) of subsection (a)
580 of this section; or (2) to care for a sick sibling, son or daughter,
581 grandparent, grandchild, or parent under subparagraph (C) of said
582 subdivision. In any case in which [a husband and wife] two spouses
583 entitled to leave under subsection (i) of this section are employed by
584 the same employer, the aggregate number of workweeks of leave to
585 which both may be entitled may be limited to twenty-six workweeks
586 during any twelve-month period.

587 (h) Unpaid leave taken pursuant to sections 5-248a and 31-51kk to
588 31-51qq, inclusive, as amended by this act, shall not be construed to
589 affect an employee's qualification for exemption under chapter 558.

590 (i) Subject to section 31-51mm, as amended by this act, an eligible
591 employee who is the spouse, sibling, son or daughter, grandparent,
592 grandchild, parent or next of kin of a current member of the armed
593 forces, as defined in section 27-103, who is undergoing medical
594 treatment, recuperation or therapy, is otherwise in outpatient status or
595 is on the temporary disability retired list for a serious injury or illness
596 incurred in the line of duty shall be entitled to a one-time benefit of
597 twenty-six workweeks of leave during any twelve-month period for
598 each armed forces member per serious injury or illness incurred in the
599 line of duty. Such twelve-month period shall commence on an
600 employee's first day of leave taken to care for a covered armed forces
601 member and end on the date twelve months after such first day of
602 leave. For the purposes of this subsection, (1) "next of kin" means the
603 armed forces member's nearest blood relative, other than the covered
604 armed forces member's spouse, [parent] sibling, son or daughter,
605 grandparent, grandchild or parent, in the following order of priority:
606 Blood relatives who have been granted legal custody of the armed
607 forces member by court decree or statutory provisions, brothers and
608 sisters, grandparents, aunts and uncles, and first cousins, unless the
609 covered armed forces member has specifically designated in writing
610 another blood relative as his or her nearest blood relative for purposes
611 of military caregiver leave, in which case the designated individual
612 shall be deemed to be the covered armed forces member's next of kin;
613 and (2) "son or daughter" means a biological, adopted or foster child,
614 stepchild, legal ward or child for whom the eligible employee or
615 armed forces member stood in loco parentis and who is any age.

616 (j) Leave taken pursuant to sections 31-51kk to 31-51qq, inclusive, as
617 amended by this act, shall not run concurrently with the provisions of
618 section 31-313.

619 (k) Notwithstanding the provisions of sections 5-248a and 31-51kk
620 to 31-51qq, inclusive, as amended by this act, all further rights granted
621 by federal law shall remain in effect.

622 Sec. 16. Section 31-51mm of the general statutes is repealed and the

623 following is substituted in lieu thereof (*Effective July 1, 2020*):

624 (a) An employer may require that request for leave based on a
625 serious health condition in subparagraph (C) or (D) of subdivision (2)
626 of subsection (a) of section 31-51ll, as amended by this act, or leave
627 based on subsection (i) of section 31-51ll, as amended by this act, be
628 supported by a certification issued by the health care provider of the
629 eligible employee or of the spouse, sibling, son [] or daughter,
630 [spouse] grandparent, grandchild, parent or next of kin of the
631 employee, as appropriate. The employee shall provide, in a timely
632 manner, a copy of such certification to the employer.

633 (b) Certification provided under subsection (a) of this section shall
634 be sufficient if it states:

635 (1) The date on which the serious health condition commenced;

636 (2) The probable duration of the condition;

637 (3) The appropriate medical facts within the knowledge of the
638 health care provider regarding the condition;

639 (4) (A) For purposes of leave under subparagraph (C) of subdivision
640 (2) of subsection (a) of section 31-51ll, as amended by this act, a
641 statement that the eligible employee is needed to care for the spouse,
642 sibling, son [] or daughter, [spouse] grandparent, grandchild or parent
643 and an estimate of the amount of time that such employee needs to
644 care for the spouse, sibling, son [] or daughter, [spouse] grandparent,
645 grandchild or parent; and (B) for purposes of leave under
646 subparagraph (D) of subdivision (2) of subsection (a) of section 31-51ll,
647 as amended by this act, a statement that the employee is unable to
648 perform the functions of the position of the employee;

649 (5) In the case of certification for intermittent leave or leave on a
650 reduced leave schedule for planned medical treatment, the dates on
651 which such treatment is expected to be given and the duration of such
652 treatment;

653 (6) In the case of certification for intermittent leave or leave on a
654 reduced leave schedule under subparagraph (D) of subdivision (2) of
655 subsection (a) of section 31-51ll, as amended by this act, a statement of
656 the medical necessity of the intermittent leave or leave on a reduced
657 leave schedule, and the expected duration of the intermittent leave or
658 reduced leave schedule;

659 (7) In the case of certification for intermittent leave or leave on a
660 reduced leave schedule under subparagraph (C) of subdivision (2) of
661 subsection (a) of section 31-51ll, as amended by this act, a statement
662 that the employee's intermittent leave or leave on a reduced leave
663 schedule is necessary for the care of the spouse, sibling, son [] or
664 daughter, grandparent, grandchild, or parent [or spouse] who has a
665 serious health condition, or will assist in their recovery, and the
666 expected duration and schedule of the intermittent leave or reduced
667 leave schedule; and

668 (8) In the case of certification for intermittent leave or leave on a
669 reduced leave schedule under subsection (i) of section 31-51ll, as
670 amended by this act, a statement that the employee's intermittent leave
671 or leave on a reduced leave schedule is necessary for the care of the
672 spouse, sibling, son or daughter, grandparent, grandchild, parent or
673 next of kin who is a current member of the armed forces, as defined in
674 section 27-103, who is undergoing medical treatment, recuperation or
675 therapy, is otherwise in outpatient status or is on the temporary
676 disability retired list, for a serious injury or illness incurred in the line
677 of duty, and the expected duration and schedule of the intermittent
678 leave or reduced leave schedule. For the purposes of this subsection,
679 "son or daughter" and "next of kin" have the same meanings as
680 provided in subsection (i) of section 31-51ll, as amended by this act.

681 (c) (1) In any case in which the employer has reason to doubt the
682 validity of the certification provided under subsection (a) of this
683 section for leave under subparagraph (C) or (D) of subdivision (2) of
684 subsection (a) or under subsection (i) of section 31-51ll, as amended by
685 this act, the employer may require, at the expense of the employer, that

686 the eligible employee obtain the opinion of a second health care
687 provider designated or approved by the employer concerning any
688 information certified under subsection (b) of this section for such leave.

689 (2) A health care provider designated or approved under
690 subdivision (1) of this subsection shall not be employed on a regular
691 basis by the employer.

692 (d) (1) In any case in which the second opinion described in
693 subsection (c) of this section differs from the opinion in the original
694 certification provided under subsection (a) of this section, the
695 employer may require, at the expense of the employer, that the
696 employee obtain the opinion of a third health care provider designated
697 or approved jointly by the employer and the employee concerning the
698 information certified under subsection (b) of this section.

699 (2) The opinion of the third health care provider concerning the
700 information certified under subsection (b) of this section shall be
701 considered to be final and shall be binding on the employer and the
702 employee.

703 (e) The employer may require that the eligible employee obtain
704 subsequent recertifications on a reasonable basis, provided the
705 standards for determining what constitutes a reasonable basis for
706 recertification may be governed by a collective bargaining agreement
707 between such employer and a labor organization which is the
708 collective bargaining representative of the unit of which the worker is
709 a part if such a collective bargaining agreement is in effect. Unless
710 otherwise required by the employee's health care provider, the
711 employer may not require recertification more than once during a
712 thirty-day period and, in any case, may not unreasonably require
713 recertification. The employer shall pay for any recertification that is not
714 covered by the employee's health insurance.

715 Sec. 17. Section 31-5100 of the general statutes is repealed and the
716 following is substituted in lieu thereof (*Effective July 1, 2020*):

717 Records and documents relating to medical certifications,
718 recertifications or medical histories of employees or employees' family
719 members, created for purposes of sections 5-248a and 31-51kk to 31-
720 51qq, inclusive, as amended by this act, and sections 2 to 13, inclusive,
721 of this act shall be maintained as medical records pursuant to chapter
722 563a, except that: (1) Supervisors and managers may be informed
723 regarding necessary restrictions on the work or duties of an employee
724 and necessary accommodations; (2) first aid and safety personnel may
725 be informed, when appropriate, if the employee's physical or medical
726 condition might require emergency treatment; and (3) government
727 officials investigating compliance with sections 5-248a and 31-51kk to
728 31-51qq, inclusive, as amended by this act, and sections 2 to 13,
729 inclusive, of this act, or other pertinent law shall be provided relevant
730 information upon request.

731 Sec. 18. Section 31-51pp of the general statutes is repealed and the
732 following is substituted in lieu thereof (*Effective July 1, 2020*):

733 (a) (1) It shall be a violation of sections 5-248a and 31-51kk to 31-
734 51qq, inclusive, as amended by this act, for any employer to interfere
735 with, restrain or deny the exercise of, or the attempt to exercise, any
736 right provided under said sections.

737 (2) It shall be a violation of sections 5-248a and 31-51kk to 31-51qq,
738 inclusive, as amended by this act, for any employer to discharge or
739 cause to be discharged, or in any other manner discriminate, against
740 any individual for opposing any practice made unlawful by said
741 sections or because such employee has exercised the rights afforded to
742 such employee under said sections.

743 (b) It shall be a violation of sections 5-248a and 31-51kk to 31-51qq,
744 inclusive, as amended by this act, for any person to discharge or cause
745 to be discharged, or in any other manner discriminate, against any
746 individual because such individual:

747 (1) Has filed any charge, or has instituted or caused to be instituted
748 any proceeding, under or related to sections 5-248a and 31-51kk to 31-

749 51qq, inclusive, as amended by this act;

750 (2) Has given, or is about to give, any information in connection
751 with any inquiry or proceeding relating to any right provided under
752 said sections; or

753 (3) Has testified, or is about to testify, in any inquiry or proceeding
754 relating to any right provided under said sections.

755 (c) (1) It shall be a violation of sections 31-51kk to 31-51qq, inclusive,
756 as amended by this act, for any employer to deny an employee the
757 right to use up to two weeks of accumulated sick leave or to discharge,
758 threaten to discharge, demote, suspend or in any manner discriminate
759 against an employee for using, or attempting to exercise the right to
760 use, up to two weeks of accumulated sick leave to attend to a serious
761 health condition of a spouse, sibling, son or daughter, [spouse]
762 grandparent, grandchild or parent of the employee, or for the birth or
763 adoption of a son or daughter of the employee. For purposes of this
764 subsection, "sick leave" means an absence from work for which
765 compensation is provided through (A) an employer's bona fide written
766 policy providing compensation for loss of wages occasioned by illness,
767 or (B) the Family and Medical Leave Compensation Program
768 established pursuant to section 2 of this act, but does not include
769 absences from work for which compensation is provided through an
770 employer's plan, including, but not limited to, a short or long-term
771 disability plan, whether or not such plan is self-insured.

772 (2) Any employee aggrieved by a violation of this subsection may
773 file a complaint with the Labor Commissioner alleging violation of the
774 provisions of this subsection. Upon receipt of any such complaint, the
775 commissioner shall hold a hearing. After the hearing, the
776 commissioner shall send each party a written copy of the
777 commissioner's decision. The commissioner may award the employee
778 all appropriate relief, including rehiring or reinstatement to the
779 employee's previous job, payment of back wages and reestablishment
780 of employee benefits to which the employee otherwise would have

781 been eligible if a violation of this subsection had not occurred. Any
782 party aggrieved by the decision of the commissioner may appeal the
783 decision to the Superior Court in accordance with the provisions of
784 chapter 54.

785 (3) The rights and remedies specified in this subsection are
786 cumulative and nonexclusive and are in addition to any other rights or
787 remedies afforded by contract or under other provisions of law.

788 Sec. 19. Section 31-51qq of the general statutes is repealed and the
789 following is substituted in lieu thereof (*Effective July 1, 2019*):

790 On or before [January 1, 1997] July 1, 2019, the Labor Commissioner
791 shall adopt regulations, in accordance with the provisions of chapter
792 54, to establish procedures and guidelines necessary to implement the
793 provisions of sections [5-248a and] 31-51kk to 31-51qq, inclusive, as
794 amended by this act, and sections 2 to 13, inclusive, of this act,
795 including, but not limited to, procedures for hearings and redress,
796 including restoration and restitution, for an employee who believes
797 that there is a violation by the employer of such employee of any
798 provision of said sections. [In adopting such regulations, the
799 commissioner shall make reasonable efforts to ensure compatibility of
800 state regulatory provisions with similar provisions of the federal
801 Family and Medical Leave Act of 1993 and the regulations
802 promulgated pursuant to said act.]

803 Sec. 20. Section 31-51ss of the general statutes is repealed and the
804 following is substituted in lieu thereof (*Effective July 1, 2020*):

805 (a) For the purposes of this section:

806 (1) "Employer" means a person engaged in business who has three
807 or more employees, including the state and any political subdivision of
808 the state;

809 (2) "Employee" means any person engaged in service to an employer
810 in the business of the employer;

811 (3) "Family violence" means family violence, as defined in section
812 46b-38a; and

813 (4) "Leave" includes paid or unpaid leave which may include, but is
814 not limited to, compensatory time, vacation time, personal days off,
815 leave under the Family and Medical Leave Compensation Program
816 established pursuant to section 2 of this act or other time off.

817 (b) If an employee is a victim of family violence, an employer shall
818 permit the employee to take paid or unpaid leave during any calendar
819 year in which such leave is reasonably necessary (1) to seek medical
820 care or psychological or other counseling for physical or psychological
821 injury or disability for the victim, (2) to obtain services from a victim
822 services organization on behalf of the victim, (3) to relocate due to such
823 family violence, or (4) to participate in any civil or criminal proceeding
824 related to or resulting from such family violence. An employer may
825 limit unpaid leave under this section to twelve days during any
826 calendar year. Leave under this section shall not affect any other leave
827 provided under state or federal law.

828 (c) If an employee's need to use leave under this section is
829 foreseeable, an employer may require advance notice, not to exceed
830 seven days prior to the date such leave is to begin, of the intention to
831 use such leave. If an employee's need for such leave is not foreseeable,
832 an employer may require an employee to give notice of such intention
833 as soon as practicable.

834 (d) Upon an employer's request, an employee who takes leave
835 pursuant to this section shall provide the employer a signed written
836 statement certifying that the leave is for a purpose authorized under
837 this section. The employer may also, but need not, request that the
838 employee provide a police or court record related to the family
839 violence or a signed written statement that the employee is a victim of
840 family violence, provided such statement is from an employee or agent
841 of a victim services organization, an attorney, an employee of the
842 Judicial Branch's Office of Victim Services or the Office of the Victim

843 Advocate, or a licensed medical professional or other licensed
844 professional from whom the employee has sought assistance with
845 respect to the family violence.

846 (e) Nothing in this section shall be construed to (1) prevent
847 employers from providing more leave than is required under this
848 section, (2) diminish any rights provided to any employee under the
849 terms of the employee's employment or a collective bargaining
850 agreement, or (3) preempt or override the terms of any collective
851 bargaining agreement effective prior to October 1, 2010.

852 (f) Nothing in this section shall be construed to require an employer
853 to provide paid leave under this section if (1) the employee is not
854 entitled to paid leave pursuant to the terms and conditions of the
855 employee's employment or under the Family and Medical Leave
856 Compensation Program established pursuant to section 2 of this act, or
857 (2) such paid leave exceeds the maximum amount of leave due the
858 employee during any calendar year, provided the employee shall be
859 entitled to unpaid leave under this section if paid leave is exhausted or
860 not provided.

861 (g) Any written statement or police or court record provided to an
862 employer pursuant to subsection (d) of this section shall be maintained
863 as confidential by the employer and shall not be further disclosed by
864 the employer except as required by federal or state law or as necessary
865 to protect the employee's safety in the workplace, provided the
866 employee is given notice prior to the disclosure.

867 (h) If an employer discharges, penalizes or threatens or otherwise
868 coerces an employee in violation of this section, the employee, not later
869 than one hundred eighty days from the occurrence of such action, may
870 bring a civil action for damages and for an order requiring the
871 employee's reinstatement or otherwise rescinding such action. If the
872 employee prevails, the employee shall be allowed a reasonable
873 attorney's fee to be fixed by the court.

874 Sec. 21. Section 3-13c of the general statutes is repealed and the

875 following is substituted in lieu thereof (*Effective July 1, 2017*):

876 Trust funds as used in sections 3-13 to 3-13e, inclusive, and 3-31b
877 shall be construed to include Connecticut Municipal Employees'
878 Retirement Fund A, Connecticut Municipal Employees' Retirement
879 Fund B, Soldiers, Sailors and Marines Fund, Family and Medical Leave
880 Compensation Trust Fund, State's Attorneys' Retirement Fund,
881 Teachers' Annuity Fund, Teachers' Pension Fund, Teachers'
882 Survivorship and Dependency Fund, School Fund, State Employees
883 Retirement Fund, the Hospital Insurance Fund, Policemen and
884 Firemen Survivor's Benefit Fund and all other trust funds
885 administered, held or invested by the State Treasurer.

886 Sec. 22. (*Effective from passage*) (a) For the purposes described in this
887 section, the State Bond Commission shall have the power, from time to
888 time, to authorize the issuance of bonds of the state in one or more
889 series and in principal amounts not exceeding in the aggregate twenty
890 million dollars.

891 (b) The proceeds of the sale of said bonds, to the extent of the
892 amount stated in subsection (a) of this section, shall be used by the
893 Labor Department for the purpose of the Family and Medical Leave
894 Compensation Program established pursuant to section 2 of this act
895 provided (1) ten million dollars of the amount stated in subsection (a)
896 of this section shall be used for start-up costs in fiscal year 2019, and (2)
897 ten million dollars of the amount stated in subsection (a) of this section
898 shall be used for start-up costs in fiscal year 2020.

899 (c) All provisions of section 3-20 of the general statutes, or the
900 exercise of any right or power granted thereby, which are not
901 inconsistent with the provisions of this section are hereby adopted and
902 shall apply to all bonds authorized by the State Bond Commission
903 pursuant to this section, and temporary notes in anticipation of the
904 money to be derived from the sale of any such bonds so authorized
905 may be issued in accordance with said section 3-20 and from time to
906 time renewed. Such bonds shall mature at such time or times not

907 exceeding twenty years from their respective dates as may be provided
 908 in or pursuant to the resolution or resolutions of the State Bond
 909 Commission authorizing such bonds. None of said bonds shall be
 910 authorized except upon a finding by the State Bond Commission that
 911 there has been filed with it a request for such authorization which is
 912 signed by or on behalf of the Secretary of the Office of Policy and
 913 Management and states such terms and conditions as said commission,
 914 in its discretion, may require. Said bonds issued pursuant to this
 915 section shall be general obligations of the state and the full faith and
 916 credit of the state of Connecticut are pledged for the payment of the
 917 principal of and interest on said bonds as the same become due, and
 918 accordingly and as part of the contract of the state with the holders of
 919 said bonds, appropriation of all amounts necessary for punctual
 920 payment of such principal and interest is hereby made, and the State
 921 Treasurer shall pay such principal and interest as the same become
 922 due.

923 Sec. 23. Section 31-51rr of the general statutes is repealed. (*Effective*
 924 *July 1, 2020*)"

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section
Sec. 2	<i>from passage</i>	New section
Sec. 3	<i>from passage</i>	New section
Sec. 4	<i>from passage</i>	New section
Sec. 5	<i>from passage</i>	New section
Sec. 6	<i>from passage</i>	New section
Sec. 7	<i>January 1, 2019</i>	New section
Sec. 8	<i>from passage</i>	New section
Sec. 9	<i>from passage</i>	New section
Sec. 10	<i>July 1, 2020</i>	New section
Sec. 11	<i>from passage</i>	New section
Sec. 12	<i>from passage</i>	New section
Sec. 13	<i>from passage</i>	New section
Sec. 14	<i>July 1, 2020</i>	31-51kk
Sec. 15	<i>July 1, 2020</i>	31-51ll

Sec. 16	<i>July 1, 2020</i>	31-51mm
Sec. 17	<i>July 1, 2020</i>	31-51oo
Sec. 18	<i>July 1, 2020</i>	31-51pp
Sec. 19	<i>July 1, 2019</i>	31-51qq
Sec. 20	<i>July 1, 2020</i>	31-51ss
Sec. 21	<i>July 1, 2017</i>	3-13c
Sec. 22	<i>from passage</i>	New section
Sec. 23	<i>July 1, 2020</i>	Repealer section