



General Assembly

January Session, 2019

Governor's Bill No. 881

LCO No. 4579



* 0 4 5 7 9 *

Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:

SEN. LOONEY, 11th Dist.

SEN. DUFF, 25th Dist.

REP. ARESIMOWICZ, 30th Dist.

REP. RITTER M., 1st Dist.

AN ACT ESTABLISHING A PAID FAMILY AND MEDICAL LEAVE PROGRAM.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

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

3 (1) "Covered worker" means an individual who (A) (i) has earned
4 not less than two thousand three hundred twenty-five dollars from one
5 or more employers during the employee's highest earning quarter
6 within the base period, and (ii) is employed by an employer or not
7 currently employed, (B) is a self-employed individual or sole
8 proprietor who has earned not less than two thousand three hundred
9 twenty-five dollars during the worker's highest earning quarter within
10 the base period, or (C) is a member of a collective bargaining unit that
11 has negotiated inclusion in the program, in accordance with chapter 68
12 of the general statutes or sections 7-467 to 7-477, inclusive, of the

13 general statutes;

14 (2) "Administrator" means the Labor Department or such quasi-
15 public agency, as defined in section 1-121 of the general statutes, as the
16 Labor Commissioner may designate;

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

18 (4) "Employee" means an individual engaged in service to an
19 employer in this state in the business of the employer and includes a
20 self-employed individual or sole proprietor in the state;

21 (5) "Employer" means a person engaged in any activity, enterprise
22 or business who employs one or more employees, and includes any
23 person who acts, directly or indirectly, in the interest of an employer to
24 any of the employees of such employer and any successor in interest of
25 an employer, and shall not include the state, or a municipality, or a
26 local or regional board of education, except when a collective
27 bargaining unit negotiates inclusion of the members of that collective
28 bargaining unit in the program, in accordance with chapter 68 of the
29 general statutes or sections 7-467 to 7-477, inclusive, of the general
30 statutes;

31 (6) "Family and medical leave compensation" or "compensation"
32 means the paid leave provided to covered workers from the Family
33 and Medical Leave Insurance Trust Fund;

34 (7) "Family and Medical Leave Insurance Program" or "program"
35 means the program established in section 2 of this act;

36 (8) "Family and Medical Leave Insurance Trust Fund" or "trust"
37 means the trust fund established in section 3 of this act;

38 (9) "Person" means one or more individuals, partnerships,
39 associations, corporations, limited liability companies, business trusts,
40 legal representatives or any organized group of persons;

41 (10) "Base period" means the first four of the five most recently

42 worked quarters; and

43 (11) "Base weekly earnings" means an amount equal to one twenty-
44 sixth, rounded to the next lower dollar, of the average of a worker's
45 total wages, as defined in subsection (b) of section 31-222 of the general
46 statutes, paid during the two quarters of the worker's base period in
47 which such wages were highest.

48 Sec. 2. (NEW) (*Effective from passage*) (a) There is established a
49 Family and Medical Leave Insurance Program. The program shall be
50 administered by the administrator and shall offer up to twelve
51 workweeks of family and medical leave compensation to covered
52 workers during any twelve-month period. The program shall offer two
53 additional weeks of family and medical leave compensation to a
54 covered worker for a serious health condition that occurs during a
55 pregnancy.

56 (b) On or before October 1, 2020, the administrator shall begin
57 collecting contributions to the Family and Medical Leave Insurance
58 Trust Fund, established in section 3 of this act and, on and after
59 January 1, 2022, shall begin to provide compensation to covered
60 workers. For the purposes of this section and sections 3 to 13, inclusive,
61 of this act, the administrator shall have the power to (1) determine
62 whether an individual meets the requirements for compensation under
63 this section; (2) require a covered worker's claim for compensation
64 pursuant to this section be supported by certification pursuant to
65 section 31-51mm of the general statutes, as amended by this act, and
66 subsection (d) of section 31-51ss of the general statutes; (3) examine, or
67 cause to be produced or examined, any books, records, documents,
68 contracts or other papers relevant to the eligibility of a covered worker;
69 (4) summon and examine under oath such witnesses as may provide
70 information relevant to a covered worker's claim for family and
71 medical leave compensation; (5) establish procedures and forms for the
72 filing of claims for compensation, including the certification required
73 for establishing eligibility for such compensation; and (6) ensure the
74 confidentiality of records and documents relating to medical

75 certifications, recertifications or medical histories of covered workers
76 or covered workers' family members pursuant to section 31-5100 of the
77 general statutes, as amended by this act.

78 (c) (1) Beginning on or before October 1, 2020, each employee shall
79 contribute one-half of one per cent of his or her weekly earnings to the
80 Family and Medical Leave Insurance Trust Fund, in a manner and
81 form prescribed by the administrator pursuant to section 6 of this act.

82 (2) On September 1, 2022, and on each September first thereafter, the
83 administrator shall publish the following information: (A) The total
84 amount of benefits paid by the administrator during the previous fiscal
85 year, as well as the total amount required for the administration of the
86 Family and Medical Leave Insurance Program in such year; (B) the
87 total amount remaining in the trust fund at the close of such fiscal year;
88 (C) the total amount equal to one hundred forty per cent of the
89 previous fiscal year's expenditure for benefits paid and for the
90 administration of the Family and Medical Leave Insurance Program;
91 (D) the amount by which the total amount remaining in the trust fund
92 at the close of the previous fiscal year is less than or greater than one
93 hundred forty per cent of the previous fiscal year's expenditure for
94 benefits paid and for the administration of the Family and Medical
95 Leave Insurance Program. On November 1, 2022, and on each
96 November first thereafter, the Labor Commissioner shall announce a
97 revision to the contribution rate set forth in subdivision (1) of
98 subsection (c) of this section to ensure that the trust fund shall
99 maintain or achieve an annualized amount of not less than one
100 hundred forty per cent of the previous fiscal year's expenditure for
101 benefits paid and for the administration of the Family and Medical
102 Leave Insurance Program. Effective on January first of the calendar
103 year following each such announcement, the revised contribution rate
104 announced by the Labor Commissioner under this subsection shall
105 supersede the rate previously set forth in subdivision (1) of subsection
106 (c) of this section or established in accordance with this subsection.

107 (3) The amount of earnings subject to contributions for a given year

108 shall not exceed the Social Security contribution and benefit base, as
109 determined pursuant to 42 USC 430, as amended from time to time,
110 and shall be utilized to provide compensation to covered workers
111 pursuant to this subsection and subsections (d) to (f), inclusive, of this
112 section.

113 (4) Notwithstanding section 31-71e of the general statutes, an
114 employer may withhold or divert the portion of an employee's wages
115 that corresponds to the contribution rate established pursuant to this
116 subsection for the purpose of remitting such wages to the Family and
117 Medical Leave Insurance Trust Fund.

118 (5) If, after notice, an employee or employer fails to make a payment
119 required by this section, a state collection agency, as defined in section
120 12-35 of the general statutes, shall collect such contributable and
121 interest by any means provided in sections 12-35, 31-265 and 31-266 of
122 the general statutes.

123 (d) The weekly compensation offered to covered workers shall be
124 equal to ninety per cent of a covered worker's base weekly earnings up
125 to an amount equal to forty times the minimum fair wage, as defined
126 in section 31-58 of the general statutes, and sixty-seven per cent of that
127 worker's base weekly earnings above an amount equal to forty times
128 the minimum fair wage, except that the weekly compensation shall not
129 exceed an amount equal to sixty times the minimum fair wage. If the
130 Internal Revenue Service determines that family and medical leave
131 compensation is subject to federal income tax and a covered worker
132 elects to have federal income tax deducted and withheld from his or
133 her compensation, the administrator shall deduct and withhold the
134 amount specified in the United States Internal Revenue Code in a
135 manner consistent with state law.

136 (e) A covered worker shall receive compensation under this section
137 for leave taken for one or more of the reasons listed in subparagraphs
138 (A) to (E), inclusive, of subdivision (2) of subsection (a) of section 31-
139 511l of the general statutes, as amended by this act, or the reasons listed

140 in subsection (i) of said section or section 31-51ss of the general
141 statutes, if such covered worker (1) provides notice to the
142 administrator, and such covered worker's employer, if applicable, of
143 the need for such compensation in a form and a manner as prescribed
144 by the administrator, and (2) upon the request of the administrator,
145 provides certification of such covered worker's need for compensation
146 in accordance with the provisions of section 31-51mm of the general
147 statutes, as amended by this act, to the administrator and such
148 employer, if applicable.

149 (f) A covered worker may receive compensation under this section
150 for intermittent leave, provided such leave shall not be less than four
151 consecutive hours of leave in any workweek. If family and medical
152 leave benefits are taken for four hours or more, but for less than one
153 full week, such hourly compensation shall be determined on a pro rata
154 basis at the discretion of the administrator.

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

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

164 (i) No covered worker shall receive compensation under this section
165 during the greater of the first forty work hours or seven calendar days
166 of such leave in any twelve-month period, unless taken upon the birth
167 of a son or daughter of the covered worker or upon the placement of a
168 son or daughter with the covered worker for adoption or foster care;
169 except that a covered worker may utilize accrued sick or vacation pay
170 or other paid leave provided under an employer policy during the first
171 forty work hours or seven calendar days of such leave. Covered

172 workers taking family or medical leave for which benefits are not
173 payable under this subsection shall be entitled to the protections of
174 section 31-51nn of the general statutes.

175 (j) Any moneys expended from the General Fund for the purpose of
176 administering the Family and Medical Leave Insurance Program, or
177 providing compensation to covered workers, shall be reimbursed to
178 the General Fund by the administrator over a period established by the
179 administrator.

180 Sec. 3. (NEW) (*Effective from passage*) (a) There is established a fund
181 to be known as the "Family and Medical Leave Insurance Trust Fund"
182 for the purpose of providing family and medical leave compensation
183 to covered workers. The Family and Medical Leave Insurance Trust
184 Fund shall be a nonlapsing fund held by the State Treasurer separate
185 and apart from all other moneys, funds and accounts. Investment
186 earnings credited to the trust shall become part of the trust.

187 (b) The trust shall constitute an instrumentality of the state and shall
188 perform essential governmental functions in accordance with the
189 provisions of this section. The trust shall receive and hold all payments
190 and deposits and premiums intended for the trust, as well as gifts,
191 bequests, endowments or federal, state or local grants and any other
192 funds from any public or private source and all earnings until
193 disbursed in accordance with the provisions of this section.

194 (c) The amounts on deposit in the trust shall not constitute property
195 of the state and the trust shall not be construed to be a department,
196 institution or agency of the state. Amounts on deposit in the trust shall
197 not be commingled with state funds and the state shall have no claim
198 to or against, or interest in, such funds. Any contract entered into by or
199 any obligation of the trust shall not constitute a debt or obligation of
200 the state and the state shall have no obligation to any designated
201 beneficiary or any other person on account of the trust and all amounts
202 obligated to be paid from the trust shall be limited to amounts
203 available for such obligation on deposit in the trust. The trust shall

204 continue in existence as long as it holds any deposits or has any
205 obligations and until its existence is terminated by law and upon
206 termination any unclaimed assets shall return to the state. Property of
207 the trust shall be governed by section 3-61a of the general statutes.

208 (d) The State Treasurer shall be responsible for the receipt and
209 investment of moneys held by the trust. The trust shall not receive
210 deposits in any form other than cash. No depositor or designated
211 beneficiary may direct the investment of any contributions or amounts
212 held in the trust other than the specific fund options provided for by
213 the trust.

214 (e) The assets of the trust shall be used for the purpose of (1)
215 distributing family and medical leave compensation to covered
216 workers, (2) educating and informing persons about the program, and
217 (3) paying the operational, administrative and investment costs of the
218 trust, including those incurred pursuant to section 6 of this act.

219 Sec. 4. (NEW) (*Effective from passage*) The State Treasurer, on behalf
220 of the Family and Medical Leave Insurance Trust Fund and for
221 purposes of the trust, shall:

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

225 (2) Procure insurance as the State Treasurer deems necessary to
226 protect the trust's property, assets, activities or deposits or
227 contributions to the trust; and

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

230 Sec. 5. (NEW) (*Effective from passage*) The State Treasurer shall invest
231 the amounts on deposit in the Family and Medical Leave Insurance
232 Trust Fund in a manner reasonable and appropriate to achieve the
233 objectives of the trust, exercising the discretion and care of a prudent

234 person in similar circumstances with similar objectives. The State
235 Treasurer shall give due consideration to rate of return, risk, term or
236 maturity, diversification of the total portfolio within the trust,
237 liquidity, the projected disbursements and expenditures and the
238 expected payments, deposits, contributions and gifts to be received.
239 The State Treasurer shall not require the trust to invest directly in
240 obligations of the state or any political subdivision of the state or in
241 any investment or other fund administered by the State Treasurer. The
242 assets of the trust shall be continuously invested and reinvested in a
243 manner consistent with the objectives of the trust until disbursed upon
244 order of the administrator or expended on expenses incurred by the
245 operations of the trust.

246 Sec. 6. (NEW) (*Effective from passage*) The administrator, in
247 consultation with the State Treasurer and the Department of Revenue
248 Services, shall establish the procedures necessary to implement the
249 Family and Medical Leave Insurance Program. The administrator
250 shall:

251 (1) Design, establish and operate the program to ensure
252 transparency in the management of the program and the Family and
253 Medical Leave Insurance Trust Fund through oversight and ethics
254 review of plan fiduciaries;

255 (2) Design and establish the process by which employees shall
256 contribute a portion of their salary or wages to the trust;

257 (3) Evaluate and establish the process by which employers may
258 credit employee premiums to the trust through payroll deposit;

259 (4) Ensure that contributions to the trust collected from employees
260 shall not be used for any purpose other than to provide compensation
261 to covered workers or to satisfy any expenses, including employee
262 costs, incurred to implement, maintain, advertise and administer the
263 program;

264 (5) Establish and maintain a secure Internet web site that displays all

265 public notices issued by the administrator and such other information
266 as the administrator deems relevant and necessary for the
267 implementation of the program and for the education of the public
268 regarding the program; and

269 (6) Not later than January 1, 2020, submit a report, in accordance
270 with the provisions of section 11-4a of the general statutes, to the joint
271 standing committee of the General Assembly having cognizance of
272 matters relating to labor regarding any recommendations for
273 legislative action that may be necessary for the implementation or
274 administration of the program.

275 Sec. 7. (NEW) (*Effective January 1, 2020*) The administrator, in
276 consultation with the State Treasurer, shall conduct a public education
277 campaign to inform individuals and employers about the Family and
278 Medical Leave Insurance Program. Such campaign shall include, but
279 not be limited to, information about (1) the requirements for receiving
280 family and medical leave compensation, (2) how to apply for such
281 compensation, and (3) the circumstances for which such compensation
282 may be available. The administrator may use funds contributed to the
283 Family and Medical Leave Insurance Trust Fund for purposes of the
284 public education campaign. Information distributed or made available
285 under the campaign shall be available in English and Spanish and in
286 any other language as prescribed by the administrator.

287 Sec. 8. (NEW) (*Effective from passage*) (a) (1) Employers may apply to
288 the administrator for approval to meet their obligations under sections
289 1 to 13, inclusive, of this act through a private plan, which the
290 administrator shall evaluate in coordination with the Insurance
291 Department. To be approved as meeting an employer's obligations
292 under sections 1 to 13, inclusive, of this act, a private plan shall confer
293 all of the same rights, protections and benefits provided to employees
294 under sections 1 to 13, inclusive, of this act, impose no additional
295 conditions or restriction on the use of family or medical leave beyond
296 those explicitly authorized by said sections or by regulations issued
297 pursuant to section 31-51qq, of the general statutes, as amended by this

298 act, and cost employees no more than the cost charged to employees
299 under the state program.

300 (2) In order to be approved as meeting an employer's obligations
301 under sections 1 to 13, inclusive, of this act, a private plan shall also
302 comply with the following provisions: (A) If the private plan is in the
303 form of self-insurance, the employer shall furnish a bond running to
304 the state, with a surety company authorized to transact business in the
305 state as surety, in such form as may be approved by the administrator
306 and in such amount as may be required by the department; (B) the
307 plan shall provide coverage for all eligible employees throughout their
308 period of employment; (C) if the plan provides for insurance, the forms
309 of the policy shall be issued by an approved insurer; and (D) the plan
310 shall have been approved by a majority vote of the employer's
311 employees.

312 (b) The administrator may withdraw approval for a private plan
313 granted under subsection (a) of this section when terms or conditions
314 of the plan have been violated. Causes for plan termination include,
315 but shall not be limited to, the following: (1) Failure to pay benefits; (2)
316 failure to pay benefits timely and in a manner consistent with the
317 public plan; (3) failure to maintain an adequate security deposit; (4)
318 misuse of private plan funds; (5) failure to submit reports as required
319 by regulations adopted by the administrator; or (6) failure to comply
320 with sections 1 to 13, inclusive, of this act or the regulations adopted
321 hereunder or both.

322 (c) An employee covered by a private plan approved under this
323 section shall retain all applicable rights under sections 31-51kk to 31-
324 51qq, inclusive, of the general statutes, as amended by this act.

325 (d) A denial of family or medical leave benefits by a private plan
326 shall be subject to appeal before the administrator and Superior Court
327 as provided by section 9 of this act.

328 Sec. 9. (NEW) (*Effective from passage*) Any covered worker aggrieved
329 by a denial of compensation under the Family and Medical Leave

330 Insurance Program may file a complaint with the commissioner. Upon
331 receipt of any such complaint, the commissioner shall conduct an
332 investigation and make a finding regarding jurisdiction and whether a
333 violation of sections 1 to 13, inclusive, of this act, has occurred. If the
334 commissioner makes a finding that the agency has no jurisdiction or
335 that no violation of such sections has occurred, the commissioner shall
336 dismiss the complaint and issue a release of jurisdiction allowing the
337 complainant to bring a civil action in Superior Court. Any action
338 brought by the complainant in accordance with this subsection shall be
339 brought not later than ninety days after the date of the receipt of the
340 release from the commissioner. The employee may be awarded all
341 appropriate relief, including any compensation or benefits to which the
342 covered worker otherwise would have been eligible if such denial had
343 not occurred. If the commissioner makes a finding that a violation of
344 sections 1 to 13, inclusive, of this act, has occurred, there shall be a
345 mandatory settlement conference and, in the absence of a settlement,
346 the commissioner shall hold a hearing. After the hearing, the
347 commissioner shall send each party a written copy of the
348 commissioner's decision. The commissioner may award the covered
349 worker all appropriate relief, including any compensation or benefits
350 to which the covered worker otherwise would have been eligible if
351 such denial had not occurred. Any party aggrieved by the decision of
352 the commissioner may appeal the decision to the Superior Court in
353 accordance with the provisions of chapter 54 of the general statutes.

354 Sec. 10. (NEW) (*Effective July 1, 2021*) Each employer shall, at the
355 time of hiring, and annually thereafter, provide notice to each of the
356 employer's employees (1) of the entitlement to family and medical
357 leave under sections 31-51kk to 31-51qq, inclusive, of the general
358 statutes, as amended by this act, and 31-51ss of the general statutes
359 and the terms under which such leave may be used, (2) that retaliation
360 by the employer against the employee for requesting, applying for or
361 using family and medical leave for which the employee is eligible is
362 prohibited, and (3) that the employee has a right to file a complaint
363 with the Labor Commissioner for any violation of said sections. An

364 employee claiming to be aggrieved in relation to such a complaint filed
365 with the Labor Commissioner may bring an action in the superior
366 court for the judicial district of Hartford within one year from the date
367 of the alleged grievement. The Labor Commissioner may adopt
368 regulations, in accordance with chapter 54 of the general statutes, to
369 establish additional requirements concerning the means by which
370 employers shall provide such notice.

371 Sec. 11. (NEW) (*Effective from passage*) (a) Any individual or covered
372 worker participating in the program who wilfully makes a false
373 statement or misrepresentation regarding a material fact, or wilfully
374 fails to report a material fact, to obtain family and medical leave
375 compensation shall be disqualified from receiving any compensation
376 under the program for two years after making such false statement or
377 misrepresentation or failing to report such material fact.

378 (b) If family and medical leave compensation is paid to an
379 individual or covered worker erroneously or as a result of wilful
380 misrepresentation by such individual or covered worker, or if a claim
381 for family and medical leave compensation is rejected after
382 compensation is paid, the administrator may seek repayment of
383 benefits from the individual or covered worker having received such
384 compensation and may also, in the case of wilful misrepresentation,
385 seek payment of a penalty in the amount of fifty per cent of the
386 benefits paid as a result of such misrepresentation. The administrator
387 may, in his or her discretion, waive, in whole or in part, the amount of
388 any such payments where the recovery would be against equity and
389 good conscience.

390 (c) If family and medical leave compensation is paid to an
391 individual or covered worker as a result of wilful misrepresentation by
392 any health care provider, as defined in section 31-51kk of the general
393 statutes, as amended by this act, the administrator shall notify the
394 Labor Commissioner and may seek payment of a penalty from such
395 health care provider in the amount of fifty per cent of the benefits paid
396 as a result of such misrepresentation. The administrator may, in his or

397 her discretion, waive, in whole or in part, the amount of any such
398 payments where the recovery would be against equity and good
399 conscience.

400 (d) A health care provider shall complete a medical certification of a
401 patient's serious medical condition at the request of the patient. No
402 health care provider shall charge a patient a fee for such service.

403 Sec. 12. (NEW) (*Effective from passage*) Nothing in sections 31-51kk to
404 31-51qq, inclusive, of the general statutes, as amended by this act, and
405 31-51ss of the general statutes or sections 2 to 13, inclusive, of this act,
406 shall be construed to (1) prevent employers from providing any
407 benefits that are more expansive than those provided for under said
408 sections, (2) diminish any rights provided to any covered worker
409 under the terms of the covered worker's employment or a collective
410 bargaining agreement, or (3) interfere with, impede or in any way
411 diminish the right of an employee to bargain collectively with his or
412 her employer through a representative of his or her choosing, in order
413 to establish wages or conditions of work in excess of the applicable
414 minimum pursuant to sections 3-13c of the general statutes, as
415 amended by this act, 31-51kk to 31-51mm, inclusive, of the general
416 statutes, as amended by this act, 31-51oo to 31-51qq, inclusive, of the
417 general statutes, as amended by this act, and sections 1 to 13, inclusive,
418 of this act.

419 Sec. 13. (*Effective from passage*) Not later than July 1, 2022, and
420 annually thereafter, the administrator shall report, in accordance with
421 section 11-4a of the general statutes, to the joint standing committees of
422 the General Assembly having cognizance of matters relating to
423 appropriations and the budgets of state agencies and labor, and to the
424 Office of Policy and Management, on (1) the projected and actual
425 participation in the program, (2) the balance of the trust, (3) the size of
426 employers at which covered workers are employed, (4) the reasons
427 covered workers are receiving family and medical leave compensation,
428 (5) the success of the administrator's outreach and education efforts,
429 and (6) demographic information of covered workers, including

430 gender, age, town of residence and income level.

431 Sec. 14. Section 31-51kk of the general statutes is repealed and the
432 following is substituted in lieu thereof (*Effective July 1, 2019*):

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

435 (1) "Eligible employee" means an employee who has [been
436 employed (A) for at least twelve months by the employer with respect
437 to whom leave is requested; and (B) for at least one thousand hours of
438 service with such employer during the twelve-month period preceding
439 the first day of the leave] earned not less than two thousand three
440 hundred twenty-five dollars from one or more employers during the
441 employee's highest earning quarter within the base period, as defined
442 in section 1 of this act;

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

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

446 (4) "Employer" means a person engaged in any activity, enterprise
447 or business who employs [seventy-five] one or more employees, and
448 includes any person who acts, directly or indirectly, in the interest of
449 an employer to any of the employees of such employer and any
450 successor in interest of an employer, [but] as well as any partnership,
451 association, corporation, or business trust that contracts with self-
452 employed individuals for services and is required to report the
453 payment for services to such individuals on IRS Form 1099-MISC for
454 more than fifty per cent of its workforce, and shall not include [the
455 state,] a municipality [,] or a local or regional board of education; [, or a
456 private or parochial elementary or secondary school. The number of
457 employees of an employer shall be determined on October first
458 annually;]

459 (5) "Employment benefits" means all benefits provided or made

460 available to employees by an employer, including group life insurance,
461 health insurance, disability insurance, sick leave, annual leave,
462 educational benefits and pensions, regardless of whether such benefits
463 are provided by practice or written policy of an employer or through
464 an "employee benefit plan", as defined in Section 1002(3) of Title 29 of
465 the United States Code;

466 (6) "Grandchild" means a grandchild related to a person by (A)
467 blood, (B) marriage, (C) adoption by a child of the grandparent, or (D)
468 foster care by a child of the grandparent;

469 (7) "Grandparent" means a grandparent related to a person by (A)
470 blood, (B) marriage, (C) adoption of a minor child by a child of the
471 grandparent, or (D) foster care by a child of the grandparent;

472 ~~[(6)]~~ (8) "Health care provider" means (A) a doctor of medicine or
473 osteopathy who is authorized to practice medicine or surgery by the
474 state in which the doctor practices; (B) a podiatrist, dentist,
475 psychologist, optometrist or chiropractor authorized to practice by the
476 state in which such person practices and performs within the scope of
477 the authorized practice; (C) an advanced practice registered nurse,
478 nurse practitioner, nurse midwife or clinical social worker authorized
479 to practice by the state in which such person practices and performs
480 within the scope of the authorized practice; (D) Christian Science
481 practitioners listed with the First Church of Christ, Scientist in Boston,
482 Massachusetts; (E) any health care provider from whom an employer
483 or a group health plan's benefits manager will accept certification of
484 the existence of a serious health condition to substantiate a claim for
485 benefits; (F) a health care provider as defined in subparagraphs (A) to
486 (E), inclusive, of this subdivision who practices in a country other than
487 the United States, who is licensed to practice in accordance with the
488 laws and regulations of that country; or (G) such other health care
489 provider as the Labor Commissioner determines, performing within
490 the scope of the authorized practice, except that "health care provider"
491 does not mean any such person included by the commissioner on any
492 registry of providers who has wilfully misrepresented information to

493 the administrator. The commissioner may utilize any determinations
494 made pursuant to chapter 568;

495 [(7)] (9) "Parent" means a biological parent, foster parent, adoptive
496 parent, stepparent, parent-in-law or legal guardian of an eligible
497 employee or an eligible employee's spouse, [or] an individual [who
498 stood] standing in loco parentis to an eligible employee, [when the
499 employee was a son or daughter] or an individual who stood in loco
500 parentis to an eligible employee when the employee was a child;

501 [(8)] (10) "Person" means one or more individuals, partnerships,
502 associations, corporations, business trusts, legal representatives or
503 organized groups of persons;

504 [(9)] (11) "Reduced leave schedule" means a leave schedule that
505 reduces the usual number of hours per workweek, or hours per
506 workday, of an employee;

507 [(10)] (12) "Serious health condition" means an illness, injury,
508 impairment, or physical or mental condition that involves (A) inpatient
509 care in a hospital, hospice, nursing home or residential medical care
510 facility; or (B) continuing treatment, including outpatient treatment, by
511 a health care provider;

512 (13) "Sibling" means a brother or sister related to a person by (A)
513 blood, (B) marriage, (C) adoption by a parent of the person, or (D)
514 foster care placement;

515 [(11)] (14) "Son or daughter" means a biological, adopted or foster
516 child, stepchild, legal ward, or, in the alternative, a child of a person
517 standing in loco parentis, [who is (A) under eighteen years of age; or
518 (B) eighteen years of age or older and incapable of self-care because of
519 a mental or physical disability] or an individual to whom the employee
520 stood in loco parentis when the individual was a child; [and]

521 [(12)] (15) "Spouse" means a [husband or wife, as the case may be]
522 person to whom one is legally married; and

523 (16) "Family member" means a spouse, sibling, son or daughter,
524 grandparent, grandchild or parent.

525 Sec. 15. Section 31-51ll of the general statutes is repealed and the
526 following is substituted in lieu thereof (*Effective July 1, 2019*):

527 (a) (1) Subject to section 31-51mm, as amended by this act, an
528 eligible employee shall be entitled to a total of [sixteen] twelve
529 workweeks of leave during any [twenty-four-month] twelve-month
530 period, such [twenty-four-month] twelve-month period to be
531 determined utilizing any one of the following methods: (A)
532 [Consecutive] A calendar [years] year; (B) any fixed [twenty-four-
533 month] twelve-month period, such as [two] a consecutive fiscal [years]
534 year or a [twenty-four-month] twelve-month period measured forward
535 from an employee's first date of employment; (C) a [twenty-four-
536 month] twelve-month period measured forward from an employee's
537 first day of leave taken under sections 31-51kk to 31-51qq, inclusive, as
538 amended by this act; or (D) a rolling [twenty-four-month] twelve-
539 month period measured backward from an employee's first day of
540 leave taken under sections 31-51kk to 31-51qq, inclusive, as amended
541 by this act. Such employee may take up to two additional weeks of
542 leave due to a serious health condition that results from a pregnancy.

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

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

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

548 (C) In order to care for [the spouse, or a son, daughter or parent of
549 the employee, if such spouse, son, daughter or parent has] a family
550 member with a serious health condition;

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

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

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

558 (b) Entitlement to leave under subparagraph (A) or (B) of
559 subdivision (2) of subsection (a) of this section may accrue prior to the
560 birth or placement of a son or daughter when such leave is required
561 because of such impending birth or placement.

562 (c) (1) Leave under subparagraph (A) or (B) of subdivision (2) of
563 subsection (a) of this section for the birth or placement of a son or
564 daughter may not be taken by an employee intermittently or on a
565 reduced leave schedule unless the employee and the employer agree
566 otherwise. Subject to subdivision (2) of this subsection concerning an
567 alternative position, subdivision (2) of subsection (f) of this section
568 concerning the duties of the employee and subdivision (5) of
569 subsection (b) of section 31-51mm, as amended by this act, concerning
570 sufficient certification, leave under subparagraph (C) or (D) of
571 subdivision (2) of subsection (a) or under subsection (i) of this section
572 for a serious health condition may be taken intermittently or on a
573 reduced leave schedule when medically necessary. The taking of leave
574 intermittently or on a reduced leave schedule pursuant to this
575 subsection shall not result in a reduction of the total amount of leave to
576 which the employee is entitled under subsection (a) of this section
577 beyond the amount of leave actually taken.

578 (2) If an employee requests intermittent leave or leave on a reduced
579 leave schedule under subparagraph (C), (D) or (E) of subdivision (2) of
580 subsection (a) or under subsection (i) of this section that is foreseeable
581 based on planned medical treatment, the employer may require the
582 employee to transfer temporarily to an available alternative position
583 offered by the employer for which the employee is qualified and that
584 (A) has equivalent pay and benefits, and (B) better accommodates
585 recurring periods of leave than the regular employment position of the

586 employee, provided the exercise of this authority shall not conflict
587 with any provision of a collective bargaining agreement between such
588 employer and a labor organization which is the collective bargaining
589 representative of the unit of which the employee is a part.

590 (d) Except as provided in subsection (e) of this section, leave
591 granted under subsection (a) of this section may consist of unpaid
592 leave.

593 (e) (1) If an employer provides paid leave for fewer than [sixteen]
594 twelve workweeks, the additional weeks of leave necessary to attain
595 the sixteen workweeks of leave required under sections 5-248a and 31-
596 51kk to 31-51qq, inclusive, as amended by this act, may be provided
597 [without compensation] with compensation, through the Family and
598 Medical Leave Insurance Program established pursuant to section 2 of
599 this act.

600 (2) (A) An eligible employee may elect [, or an employer may
601 require the employee,] to substitute any of the accrued paid vacation
602 leave, personal leave or family leave of the employee for leave
603 provided under subparagraph (A), (B) or (C) of subdivision (2) of
604 subsection (a) of this section for any part of the [sixteen-week] twelve-
605 week period of such leave under said subsection or under subsection
606 (i) of this section for any part of the twenty-six-week period of such
607 leave.

608 (B) An eligible employee may elect [, or an employer may require
609 the employee,] to substitute any of the accrued paid vacation leave,
610 personal leave, or medical or sick leave of the employee for leave
611 provided under subparagraph (C), (D) or (E) of subdivision (2) of
612 subsection (a) of this section for any part of the [sixteen-week] twelve-
613 week period of such leave under said subsection or under subsection
614 (i) of this section for any part of the twenty-six-week period of leave,
615 except that nothing in section 5-248a or sections 31-51kk to 31-51qq,
616 inclusive, as amended by this act, shall require an employer to provide
617 paid sick leave or paid medical leave in any situation in which such

618 employer would not normally provide any such paid leave.

619 (f) (1) In any case in which the necessity for leave under
620 subparagraph (A) or (B) of subdivision (2) of subsection (a) of this
621 section is foreseeable based on an expected birth or placement of a son
622 or daughter, the employee shall provide the employer with not less
623 than thirty days' notice, before the date of the leave is to begin, of the
624 employee's intention to take leave under said subparagraph (A) or (B),
625 except that if the date of the birth or placement of a son or daughter
626 requires leave to begin in less than thirty days, the employee shall
627 provide such notice as is practicable.

628 (2) In any case in which the necessity for leave under subparagraph
629 (C), (D) or (E) of subdivision (2) of subsection (a) or under subsection
630 (i) of this section is foreseeable based on planned medical treatment,
631 the employee (A) shall make a reasonable effort to schedule the
632 treatment so as not to disrupt unduly the operations of the employer,
633 subject to the approval of the health care provider of the employee or
634 the health care provider of the [son, daughter, spouse or parent of the
635 employee] family member, as appropriate; and (B) shall provide the
636 employer with not less than thirty days' notice, before the date the
637 leave is to begin, of the employee's intention to take leave under said
638 subparagraph (C), (D) or (E) or said subsection (i), except that if the
639 date of the treatment requires leave to begin in less than thirty days,
640 the employee shall provide such notice as is practicable.

641 (g) In any case in which [a husband and wife] two spouses entitled
642 to leave under subsection (a) of this section are employed by the same
643 employer, the aggregate number of workweeks of leave to which both
644 may be entitled may be limited to [sixteen] twelve workweeks during
645 any [twenty-four-month] twelve-month period, if such leave is taken:
646 (1) Under subparagraph (A) or (B) of subdivision (2) of subsection (a)
647 of this section; or (2) to care for a sick [parent] family member under
648 subparagraph (C) of said subdivision. In any case in which [a husband
649 and wife] two spouses entitled to leave under subsection (i) of this
650 section are employed by the same employer, the aggregate number of

651 workweeks of leave to which both may be entitled may be limited to
652 twenty-six workweeks during any twelve-month period.

653 (h) Unpaid leave taken pursuant to sections 5-248a and 31-51kk to
654 31-51qq, inclusive, as amended by this act, shall not be construed to
655 affect an employee's qualification for exemption under chapter 558.

656 (i) Subject to section 31-51mm, as amended by this act, an eligible
657 employee who is the spouse, son or daughter, parent or next of kin of a
658 current member of the armed forces, as defined in section 27-103, who
659 is undergoing medical treatment, recuperation or therapy, is otherwise
660 in outpatient status or is on the temporary disability retired list for a
661 serious injury or illness incurred in the line of duty shall be entitled to
662 a one-time benefit of twenty-six workweeks of leave during any
663 twelve-month period for each armed forces member per serious injury
664 or illness incurred in the line of duty. Such twelve-month period shall
665 commence on an employee's first day of leave taken to care for a
666 covered armed forces member and end on the date twelve months
667 after such first day of leave. For the purposes of this subsection, (1)
668 "next of kin" means the armed forces member's nearest blood relative,
669 other than the covered armed forces member's spouse, parent, son or
670 daughter, in the following order of priority: Blood relatives who have
671 been granted legal custody of the armed forces member by court
672 decree or statutory provisions, brothers and sisters, grandparents,
673 aunts and uncles, and first cousins, unless the covered armed forces
674 member has specifically designated in writing another blood relative
675 as his or her nearest blood relative or any other individual whose close
676 association with the employee is the equivalent of a family member for
677 purposes of military caregiver leave, in which case the designated
678 individual shall be deemed to be the covered armed forces member's
679 next of kin; and (2) "son or daughter" means a biological, adopted or
680 foster child, stepchild, legal ward or child for whom the eligible
681 employee or armed forces member stood in loco parentis and who is
682 any age.

683 (j) Leave taken pursuant to sections 31-51kk to 31-51qq, inclusive, as

684 amended by this act, shall not run concurrently with the provisions of
685 section 31-313.

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

689 Sec. 16. Section 31-51mm of the general statutes is repealed and the
690 following is substituted in lieu thereof (*Effective July 1, 2019*):

691 (a) An employer may require that request for leave based on a
692 serious health condition in subparagraph (C) or (D) of subdivision (2)
693 of subsection (a) of section 31-51ll, as amended by this act, or leave
694 based on subsection (i) of section 31-51ll, as amended by this act, be
695 supported by a certification issued by the health care provider of the
696 eligible employee or of the [son, daughter, spouse, parent or next of
697 kin] family member of the employee, as appropriate. The employee
698 shall provide, in a timely manner, a copy of such certification to the
699 employer.

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

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

703 (2) The probable duration of the condition;

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

706 (4) (A) For purposes of leave under subparagraph (C) of subdivision
707 (2) of subsection (a) of section 31-51ll, as amended by this act, a
708 statement that the eligible employee is needed to care for the [son,
709 daughter, spouse or parent] family member and an estimate of the
710 amount of time that such employee needs to care for the [son,
711 daughter, spouse or parent] family member; and (B) for purposes of
712 leave under subparagraph (D) of subdivision (2) of subsection (a) of
713 section 31-51ll, as amended by this act, a statement that the employee

714 is unable to perform the functions of the position of the employee;

715 (5) In the case of certification for intermittent leave or leave on a
716 reduced leave schedule for planned medical treatment, the dates on
717 which such treatment is expected to be given and the duration of such
718 treatment;

719 (6) In the case of certification for intermittent leave or leave on a
720 reduced leave schedule under subparagraph (D) of subdivision (2) of
721 subsection (a) of section 31-511l, as amended by this act, a statement of
722 the medical necessity of the intermittent leave or leave on a reduced
723 leave schedule, and the expected duration of the intermittent leave or
724 reduced leave schedule;

725 (7) In the case of certification for intermittent leave or leave on a
726 reduced leave schedule under subparagraph (C) of subdivision (2) of
727 subsection (a) of section 31-511l, as amended by this act, a statement
728 that the employee's intermittent leave or leave on a reduced leave
729 schedule is necessary for the care of the [son, daughter, parent or
730 spouse] family member who has a serious health condition, or will
731 assist in their recovery, and the expected duration and schedule of the
732 intermittent leave or reduced leave schedule; and

733 (8) In the case of certification for intermittent leave or leave on a
734 reduced leave schedule under subsection (i) of section 31-511l, as
735 amended by this act, a statement that the employee's intermittent leave
736 or leave on a reduced leave schedule is necessary for the care of the
737 spouse, son or daughter, parent or next of kin who is a current member
738 of the armed forces, as defined in section 27-103, who is undergoing
739 medical treatment, recuperation or therapy, is otherwise in outpatient
740 status or is on the temporary disability retired list, for a serious injury
741 or illness incurred in the line of duty, and the expected duration and
742 schedule of the intermittent leave or reduced leave schedule. For the
743 purposes of this subsection, "son or daughter" and "next of kin" have
744 the same meanings as provided in subsection (i) of section 31-511l, as
745 amended by this act.

746 (c) (1) In any case in which the employer has reason to doubt the
747 validity of the certification provided under subsection (a) of this
748 section for leave under subparagraph (C) or (D) of subdivision (2) of
749 subsection (a) or under subsection (i) of section 31-51ll, as amended by
750 this act, the employer may require, at the expense of the employer, that
751 the eligible employee obtain the opinion of a second health care
752 provider designated or approved by the employer concerning any
753 information certified under subsection (b) of this section for such leave.

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

757 (d) (1) In any case in which the second opinion described in
758 subsection (c) of this section differs from the opinion in the original
759 certification provided under subsection (a) of this section, the
760 employer may require, at the expense of the employer, that the
761 employee obtain the opinion of a third health care provider designated
762 or approved jointly by the employer and the employee concerning the
763 information certified under subsection (b) of this section.

764 (2) The opinion of the third health care provider concerning the
765 information certified under subsection (b) of this section shall be
766 considered to be final and shall be binding on the employer and the
767 employee.

768 (e) The employer may require that the eligible employee obtain
769 subsequent recertifications on a reasonable basis, provided the
770 standards for determining what constitutes a reasonable basis for
771 recertification may be governed by a collective bargaining agreement
772 between such employer and a labor organization which is the
773 collective bargaining representative of the unit of which the worker is
774 a part if such a collective bargaining agreement is in effect. Unless
775 otherwise required by the employee's health care provider, the
776 employer may not require recertification more than once during a
777 thirty-day period and, in any case, may not unreasonably require

778 recertification. The employer shall pay for any recertification that is not
779 covered by the employee's health insurance.

780 Sec. 17. Section 31-51oo of the general statutes is repealed and the
781 following is substituted in lieu thereof (*Effective July 1, 2019*):

782 Records and documents relating to medical certifications,
783 recertifications or medical histories of employees or employees' family
784 members, created for purposes of sections 5-248a and 31-51kk to 31-
785 51qq, inclusive, as amended by this act, and sections 2 to 13, inclusive,
786 of this act shall be maintained as medical records pursuant to chapter
787 563a, except that: (1) Supervisors and managers may be informed
788 regarding necessary restrictions on the work or duties of an employee
789 and necessary accommodations; (2) first aid and safety personnel may
790 be informed, when appropriate, if the employee's physical or medical
791 condition might require emergency treatment; [and] (3) government
792 officials investigating compliance with sections 5-248a and 31-51kk to
793 31-51qq, inclusive, as amended by this act, and sections 2 to 13,
794 inclusive, of this act, or other pertinent law shall be provided relevant
795 information upon request; and (4) the administrator may maintain a
796 record of employees who take leave to care for a family member, and
797 of the identities of such family members, to ensure the integrity of the
798 program.

799 Sec. 18. Section 31-51pp of the general statutes is repealed and the
800 following is substituted in lieu thereof (*Effective July 1, 2019*):

801 (a) (1) It shall be a violation of sections 5-248a and 31-51kk to 31-
802 51qq, inclusive, as amended by this act, for any employer to interfere
803 with, restrain or deny the exercise of, or the attempt to exercise, any
804 right provided under said sections.

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

810 such employee under said sections.

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

815 (1) Has filed any charge, or has instituted or caused to be instituted
816 any proceeding, under or related to sections 5-248a and 31-51kk to 31-
817 51qq, inclusive, as amended by this act;

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

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

823 (c) (1) It shall be a violation of sections 31-51kk to 31-51qq, inclusive,
824 as amended by this act, for any employer to deny an employee the
825 right to use up to two weeks of accumulated sick leave or to discharge,
826 threaten to discharge, demote, suspend or in any manner discriminate
827 against an employee for using, or attempting to exercise the right to
828 use, up to two weeks of accumulated sick leave to attend to a serious
829 health condition of a [son or daughter, spouse or parent of the
830 employee] family member, or for the birth or adoption of a son or
831 daughter of the employee. For purposes of this subsection, "sick leave"
832 means an absence from work for which compensation is provided
833 through an employer's bona fide written policy providing
834 compensation for loss of wages occasioned by illness, but does not
835 include absences from work for which compensation is provided
836 through an employer's plan, including, but not limited to, a short or
837 long-term disability plan, whether or not such plan is self-insured.

838 (2) Any employee aggrieved by a violation of this subsection may
839 file a complaint with the Labor Commissioner alleging violation of the
840 provisions of this subsection. Upon receipt of any such complaint, the

841 commissioner shall conduct an investigation and make a finding
842 regarding jurisdiction and whether a violation of sections 31-51kk to
843 31-51qq, inclusive, as amended by this act, has occurred. If the
844 commissioner makes a finding that the agency has no jurisdiction or
845 that no violation of said sections has occurred, the commissioner shall
846 dismiss the complaint and issue a release of jurisdiction allowing the
847 complainant to bring a civil action in Superior Court. Any action
848 brought by the complainant in accordance with this subdivision shall
849 be brought not later than ninety days after the date of the receipt of the
850 release from the commissioner. The employee may be awarded all
851 appropriate relief, including rehiring or reinstatement to the
852 employee's previous job, payment of back wages and reestablishment
853 of employee benefits to which the employee otherwise would have
854 been eligible if a violation of this subsection had not occurred, as well
855 as attorney's fees. If the commissioner makes a finding that a violation
856 of sections 31-51kk to 31-51qq, inclusive, as amended by this act, has
857 occurred, there shall be a mandatory settlement conference and, in the
858 absence of a settlement, the commissioner shall hold a hearing. After
859 the hearing, the commissioner shall send each party a written copy of
860 the commissioner's decision. The commissioner may award the
861 employee all appropriate relief, including attorney's fees, rehiring or
862 reinstatement to the employee's previous job, payment of back wages
863 and reestablishment of employee benefits to which the employee
864 otherwise would have been eligible if a violation of this subsection had
865 not occurred. Any party aggrieved by the decision of the commissioner
866 may appeal the decision to the Superior Court in accordance with the
867 provisions of chapter 54.

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

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

873 On or before [January 1, 1997] July 1, 2020, the Labor Commissioner

874 shall adopt regulations, in accordance with the provisions of chapter
 875 54, to establish procedures and guidelines necessary to implement the
 876 provisions of sections [5-248a and] 31-51kk to 31-51qq, inclusive, as
 877 amended by this act, and sections 2 to 13, inclusive, of this act,
 878 including, but not limited to, procedures for hearings and redress,
 879 including restoration and restitution, for an employee who believes
 880 that there is a violation by the employer of such employee of any
 881 provision of said sections. [In adopting such regulations, the
 882 commissioner shall make reasonable efforts to ensure compatibility of
 883 state regulatory provisions with similar provisions of the federal
 884 Family and Medical Leave Act of 1993 and the regulations
 885 promulgated pursuant to said act.]

886 Sec. 20. Section 3-13c of the general statutes is repealed and the
 887 following is substituted in lieu thereof (*Effective July 1, 2019*):

888 Trust funds as used in sections 3-13 to 3-13e, inclusive, and 3-31b
 889 shall be construed to include Connecticut Municipal Employees'
 890 Retirement Fund A, Connecticut Municipal Employees' Retirement
 891 Fund B, Soldiers, Sailors and Marines Fund, Family and Medical Leave
 892 Insurance Trust Fund, State's Attorneys' Retirement Fund, Teachers'
 893 Annuity Fund, Teachers' Pension Fund, Teachers' Survivorship and
 894 Dependency Fund, School Fund, State Employees Retirement Fund,
 895 the Hospital Insurance Fund, Policemen and Firemen Survivor's
 896 Benefit Fund and all other trust funds administered, held or invested
 897 by the State Treasurer.

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, 2020</i>	New section
Sec. 8	<i>from passage</i>	New section

Sec. 9	<i>from passage</i>	New section
Sec. 10	<i>July 1, 2021</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, 2019</i>	31-51kk
Sec. 15	<i>July 1, 2019</i>	31-51ll
Sec. 16	<i>July 1, 2019</i>	31-51mm
Sec. 17	<i>July 1, 2019</i>	31-51oo
Sec. 18	<i>July 1, 2019</i>	31-51pp
Sec. 19	<i>July 1, 2019</i>	31-51qq
Sec. 20	<i>July 1, 2019</i>	3-13c

Statement of Purpose:

To implement the Governor's budget recommendations.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]