

Labor and Public Employees Committee

JOINT FAVORABLE REPORT

Bill No.: SB-222

AN ACT CONCERNING CHANGES TO THE PAID FAMILY AND MEDICAL

Title: LEAVE STATUTES.

Vote Date: 3/7/2024

Vote Action: Joint Favorable Substitute

PH Date: 2/27/2024

File No.:

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SPONSORS OF BILL:

Labor & Public Employees Committee

REASONS FOR BILL:

This bill would make several changes and updates to expand the CT Paid Family and Medical Leave program. Among the changes are included a streamlining of reporting requirements, new requirements on employers to register and submit documentation regarding the program, allows employees of tribal nations to participate in the PFML program, and allows victims of sexual assault to utilize the program.

The substitute language makes effective date changes to sections 1 through 4 and 7 through 9.

RESPONSE FROM ADMINISTRATION/AGENCY:

Erin Choquette, Chief Executive Officer of the CT Paid Leave Authority supports the bill and summarized the major sections and changes in her testimony. She stated the importance of defining "municipality" with regards to the PFML program, and further stated that the changes outlined would allow more individuals to participate in the program, and support employees of tribal nations and victims of sexual assault. She also stated that a require to display information about PFML in the workplace would strengthen the program's participation.

NATURE AND SOURCES OF SUPPORT:

Jody Cummings of the Mashantucket Pequot Tribal Nation supports this bill on the grounds that the method by which PFML would be extended to tribal employees under this

bill is respectful of tribal sovereignty. He further stated that the MPTN looks forward to working with the state on this matter.

Chuck Bunnell, Chief of Staff of the Mohegan Tribe supports the bill because it would allow employees of the tribe's various business entities to participate in the paid family medical leave program. He described the memorandum of understanding process that would occur in order to effect this.

State Representative Kate Farrar, State Representative Jillian Gilchrest, and State Representative Eleni Kavros DeGraw, CT General Assembly support this bill jointly on the grounds that victims of sexual assault should not have to choose between receiving care and being paid, and that access to the Paid Family Medical Leave program for assault victims is essential in order to protect their physical and mental wellbeing in the wake of a traumatic incident.

Beth Hamilton Executive Director, Connecticut Alliance to End Sexual Violence, offered testimony in support of this bill, stating that survivors of sexual assault experience significant emotional burdens, which the PFML program can help to relieve, by allowing said victims to focus on seeking support and care instead of having to continue working.

NATURE AND SOURCES OF OPPOSITION:

State Representative Vincent Candelora is in partial opposition to the bill on the grounds that the penalties imposed on businesses would only exacerbate the burdens the state government continues to place on the job creators and economic drivers in the state as well as the potential increase in deductions from Connecticut taxpayers for the Paid Leave program.

Reported by: Jason Snukis and Cameron Clarke Date: March 22, 2024