



General Assembly

Amendment

February Session, 2024

LCO No. 3984



Offered by:
SEN. SAMPSON, 16th Dist.

To: Subst. Senate Bill No. 222

File No. 75

Cal. No. 75

"AN ACT CONCERNING CHANGES TO THE PAID FAMILY AND MEDICAL LEAVE STATUTES."

1 Strike section 1 in its entirety and insert the following in lieu thereof:

2 "Section 1. Section 31-49e of the general statutes is repealed and the
3 following is substituted in lieu thereof (*Effective October 1, 2024*):

4 As used in this section, [and] sections 31-49f to 31-49t, inclusive, as
5 amended by this act, and section 6 of this act:

6 (1) "Authority" means the Paid Family and Medical Leave Insurance
7 Authority established in section 31-49f. "Authority" does not mean an
8 appointing authority;

9 (2) "Base period" means the first four of the five most recently
10 completed quarters;

11 (3) "Base weekly earnings" means an amount equal to one twenty-
12 sixth, rounded to the next lower dollar, of a covered employee's total
13 wages, as defined in subsection (b) of section 31-222 and self-

14 employment income, as defined in 26 USC 1402(b), as amended from
15 time to time, earned during the two quarters of the covered employee's
16 base period in which such earnings were highest, provided self-
17 employment income shall be included only if the recipient has enrolled
18 in the program pursuant to section 31-49m;

19 (4) "Covered employee" means an individual who has earned not less
20 than two thousand three hundred twenty-five dollars in subject
21 earnings during the employee's highest earning quarter within the base
22 period and (A) is presently employed by an employer, (B) has been
23 employed by an employer in the previous twelve weeks, or (C) is a self-
24 employed individual or sole proprietor and Connecticut resident who
25 has enrolled in the program pursuant to section 31-49m;

26 [(5) "Covered public employee" means an individual who is (A)
27 employed in state service, as defined in section 5-196, and who is not in
28 a bargaining unit established pursuant to sections 5-270 to 5-280,
29 inclusive, or (B) a member of a collective bargaining unit whose
30 exclusive collective bargaining agent negotiates inclusion in the
31 program, in accordance with chapter 68, sections 7-467 to 7-477,
32 inclusive, or sections 10-153a to 10-153n, inclusive. If a municipal
33 employer, as defined in section 7-467, or a local or regional board of
34 education negotiates inclusion in the program for members of a
35 collective bargaining unit, "covered public employee" also means an
36 individual who is employed by such municipal employer or local or
37 regional board of education and who is not in a bargaining unit
38 established under sections 7-467 to 7-477, inclusive, or sections 10-153a
39 to 10-153n, inclusive;]

40 [(6)] (5) "Employ" means to allow or permit to work;

41 [(7)] (6) "Employee" means an individual engaged in service to an
42 employer in this state in the business of the employer;

43 [(8)] (7) "Employer" means a person engaged in any activity,
44 enterprise or business or a federally recognized tribe that has entered
45 into a memorandum of understanding pursuant to section 6 of this act,

46 who employs one or more employees, and includes any person who
47 acts, directly or indirectly, in the interest of an employer to any of the
48 employees of such employer and any successor in interest of an
49 employer. "Employer" [does not mean] includes the federal
50 government, the state or a municipality, a local or regional board of
51 education or a nonpublic elementary or secondary school; [, except that
52 the state, a municipal employer or local or regional board of education
53 is an employer with respect to each of its covered public employees;]

54 [(9)] (8) "Family and medical leave compensation" or "compensation"
55 means the paid leave provided to covered employees from the Family
56 and Medical Leave Insurance Trust Fund;

57 [(10)] (9) "Family and Medical Leave Insurance Authority Board"
58 means the board of directors established in section 31-49f;

59 [(11)] (10) "Family and Medical Leave Insurance Program" or
60 "program" means the program established in section 31-49g, as
61 amended by this act;

62 [(12)] (11) "Family and Medical Leave Insurance Trust Fund" or
63 "trust" means the trust fund established in section 31-49i;

64 [(13)] (12) "Health care provider" has the same meaning as provided
65 in section 31-51kk, as amended by this act;

66 (13) "Municipality" has the same meaning as provided in section 7-
67 245;

68 (14) "Person" means one or more individuals, partnerships,
69 associations, corporations, limited liability companies, business trusts,
70 legal representatives or any organized group of persons;

71 (15) "Serious health condition" has the same meaning as provided in
72 section 31-51kk, as amended by this act; and

73 (16) "Subject earnings" means total wages, as defined in subsection
74 (b) of section 31-222 and self-employment income as defined in 26 USC

75 1402(b), as amended from time to time, that shall not exceed the Social
76 Security contribution and benefit base, as determined pursuant to 42
77 USC 430, as amended from time to time, provided self-employment
78 income shall be included only if the recipient has enrolled in the
79 program pursuant to section 31-49m."

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2024	31-49e