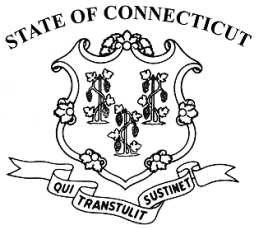

House Bill No. 7045

Public Act No. 25-75

AN ACT CONCERNING THE LEGISLATIVE COMMISSIONERS' RECOMMENDATIONS FOR MINOR AND TECHNICAL REVISIONS TO STATUTES CONCERNING LABOR.

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

Section 1. Subsections (c) and (d) of section 31-49g of the general statutes are repealed and the following is substituted in lieu thereof (*Effective from passage*):

(c) (1) Beginning on January 1, 2022, but not later than February 1, 2022, covered employees shall receive compensation under this section for up to twelve weeks of leave in any twelve-month period taken for one or more of the reasons listed in subdivision (2) of subsection (a) of section 31-51*ll* or subsection (i) of said section or section 31-51ss, as well as for two additional weeks for a serious health condition resulting in incapacitation that occurs during a pregnancy, if such covered employee (A) provides notice to the authority, and such covered employee's employer, if applicable, of the need for such compensation in a form and manner prescribed by the authority, and (B) upon the request of the authority, provides certification of such covered employee's need for leave and therefore compensation in the manner provided for in section 31-51mm to the authority and such employer, if applicable. Covered employees who are not currently employed or have enrolled in the

program pursuant to section 31-49m shall receive compensation in like circumstances. Should the authority determine that it is administratively feasible and prudent, the program may begin providing compensation for leave taken for reasons listed in subparagraphs (A) and (B) of subdivision (2) of subsection (a) of section 31-51*ll* prior to offering compensation for leave taken for the other reasons listed in subdivision (2) of subsection (a) of section 31-51*ll* or the reasons listed in subsection (i) of said section or section 31-51ss.

(2) The weekly compensation offered to covered employees shall be equal to ninety-five per cent of the covered employee's base weekly earnings up to an amount equal to forty times the minimum fair wage, as defined in section 31-58, and sixty per cent of that covered employee's base weekly earnings above an amount equal to forty times the minimum fair wage, except that the total weekly compensation shall not exceed an amount equal to sixty times the minimum fair wage. Compensation shall be available on a prorated basis.

(3) Notwithstanding the provisions of subdivision (2) of this subsection, if employee contributions are the maximum percentage allowed and the authority determines that employee contributions are not sufficient to ensure solvency of the program, the authority shall reduce the benefit for covered employees by the minimum amount necessary in order to ensure the solvency of the program.

(4) If a covered employee elects to have income tax deducted and withheld from such covered employee's compensation, the amount specified shall be deducted and withheld in a manner consistent with state law.

(d) Notwithstanding the provisions of subsection (g) of section 31-51*ll*, two spouses employed by the same employer shall each be eligible for up to twelve weeks of compensation under this section in any twelve-month period. Such eligibility for compensation shall not

increase their eligibility for job-protected leave beyond the number of weeks specified in said subsection.

Sec. 2. Section 31-49u of the general statutes is repealed and the following is substituted in lieu thereof (*Effective from passage*):

Notwithstanding the provisions of section 3-6c, the Governor, in consultation with the authority, may enter into a memorandum of understanding with any federally recognized tribe located within the state to authorize employees of both the tribe and any tribally owned business to participate in the Paid Family and Medical Leave Insurance Program. Any such participation in the program shall be governed solely by the terms of any memorandum of understanding entered into pursuant to this section.

Sec. 3. Subdivision (13) of section 31-57r of the general statutes is repealed and the following is substituted in lieu thereof (*Effective from passage*):

(13) "Sibling" means a brother or sister related to an employee by (A) blood, marriage or adoption by a parent of the employee, or (B) **[**by**]** foster care placement;

Governor's Action:
Approved June 23, 2025