



EQUITABLE

# Here's how we can help.

## Connecticut Paid Family and Medical Leave Act (CT PFMLA)

### What you need to know as a CT employer

**Employers in the state of Connecticut play a vital role in helping employees access paid time off to address their personal and family health needs. The CT PFMLA allows your qualified employees to take leave without the consequence of lost income.**

As employers in CT, you are responsible for compliance with the CT PFML, including keeping track of payroll deductions and providing employee notifications. You will need to consider how to meet your obligations under the CT PFML law.

### Who is a family member?

As defined by the act, family members include spouses, children, parents, parents-in-law, grandparents, grandchildren siblings, and individuals related by blood or affinity whose close association to the employee shows the equivalent of a familial relationship.

### What is covered?

- Recovering from an employee's own serious health condition (including serving as an organ or bone marrow donor);
- Caring for a family member with a serious health condition;
- Bonding with a new child (through birth, foster care or adoption);
- Attending to a qualifying military event;
- Caring for a family member who is an injured service member; or
- Addressing issues related to family violence

### Why choose Equitable?

A private plan through Equitable provides employers with an integrated approach to their disability programs.

We make it easy for both a Short-Term Disability (STD) or CT PFML claim with:



#### Simple claims intake

Employees make only one phone call to initiate the STD and CT PFML claims



#### One dedicated claims contact

A single point of contact is assigned to both the employee and employer



#### Access to resources

Rehabilitation information and return to work resources are available



#### Ease of doing business

Access to our intuitive EB360 platform is always available for claim status and payment details

**To learn more about Equitable's powerfully simple strategies, contact your broker today!**

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The information provided here is not legal advice. This information, including dates relating to implementation of the CT PMFL, is subject to change based on guidance from Connecticut. Equitable and its affiliates assume no responsibility for legal compliance with respect to your or your clients' business practices. The views and information contained herein shall not constitute guidance from Equitable or its affiliates that you or your clients' business operations are in compliance with any law, rule, or regulation. Please consult with your own attorney or business advisors regarding and specific legal or business issues, questions, or concerns regarding CT PFML.

Equitable does not currently offer a product that complies with the CT PFML.

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