



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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