

IMPORTANT INFORMATION FOR CONNECTICUT STATE AGENCIES

Please review the accompanying instruction page and disclaimer before completing and submitting this notice for posting to the eRegulations System website. Please contact the Secretary of the State's Office at 860-509-6009 if you have questions.

Notice of Intent

In accordance with the provisions of Section 4-168(a) of the *Connecticut General Statutes* (CGS) the **Connecticut Department of Labor** hereby gives notice that it proposes to adopt a regulation concerning **the Connecticut Family and Medical Leave Act**.

Comment period (See CGS section 4-168(a)(1)(A))

A comment period of not less than thirty days shall begin upon posting of this notice to the eRegulations System website and shall end on **February 28, 2022**.

Detailed description of the proposed regulation. (See CGS Sec. 4-168(a)(1)(B))

These proposed amended regulations adopt the amendments to the Connecticut Family and Medical Leave Act (CTFMLA). The amended law changes the size and type of employers that are required to provide leave to their employees under the CTFMLA, when employees become eligible for leave, the expanded types of family members for whom employees can take leave to care, the amount of leave employees are entitled to, and the process for employees to file a complaint with the Connecticut Department of Labor.

Prior to January 1, 2022, the CTMLA provided sixteen (16) weeks of leave in a twenty-four (24)-month period for eligible employees with a qualifying event who worked for employers with seventy-five (75) or more employees in Connecticut. To be eligible, an employee had to have worked for the employer for twelve (12) months and one thousand (1,000) hours. Additionally, an employee was allowed to take CTFMLA leave for a spouse, son, daughter or parent with a serious health condition.

PA 19-25 and June Special Session PA 21-2 amended sections 31-51kk through 31-51qq, inclusive, of the Connecticut General Statutes greatly expanding the right to CTFMLA leave under the law to most workers in the state, effective January 1, 2022. The amended law now covers almost all employers with one (1) or more employees; provides that employees become eligible after working for the employer for three (3) months; allows an eligible employee to take leave for a parent, son or daughter of any age, spouse, sibling, grandparent, grandchild or an individual related by blood or affinity whose close association the employee shows to be the equivalent of those family relationships; provides that an eligible employee can take up to twelve (12) weeks of leave in a twelve (12) month period; and streamlines the complaint process with the Connecticut Department of Labor or allows the complainant to file a proceeding in superior court.

Statement of the purposes for which the regulation is proposed. (See CGS Sec. 4-168(a)(1)(C))

The Commissioner of the Connecticut Department of Labor is required to adopt regulations establishing procedures and guidelines necessary to implement the provisions of CGS Sec. 31-51kk to 31-51qq, inclusive, including, but not limited to: (1) guidelines regarding factors to be considered when determining whether an individual's close association with an employee is the equivalent of a family member's, and (2) procedures for hearings and redress, including restoration and restitution.

Statutory authority (See CGS Sec. 4-168(a)(1)(D))

Connecticut General Statutes Sec. 31-51qq.

When, where and how to obtain a copy of the small business impact statement and, if applicable, the regulatory flexibility analysis required pursuant to Sec. 4-168a. (See CGS Sec. 4-168(a)(1)(E))

Email: DOL.CTFMLA@ct.gov or mail request to: Connecticut Department of Labor, 200 Folly Brook Boulevard, CT 06109, Attn: Legal Division

Form ICM-NOI (NEW 5/2015)
State of Connecticut
Office of the Secretary of the State



When, where and how interested persons may present their views on the proposed regulation

(See CGS Sec. 4-168(a)(1)(F))

A virtual public hearing will be held on February 17, 2022 at 9:30 a.m., in which interested persons may participate by telephone or Internet. To obtain the telephone and/or Internet login information, please contact the Legal Division's staff at 860-263-6400 or at DOL.CTFMLA@ct.gov.

Interested persons who wish to submit comments, data, views or arguments may do so in writing within thirty (30) days following publication of this notice by submitting comments electronically through the CT eRegulations portal on the Secretary of State's website or by mail to:

Connecticut Department of Labor
200 Folly Brook Boulevard
Wethersfield, CT 06109
Attn: Legal Division

January 28, 2022

A handwritten signature in blue ink that reads "Dante Bartolomeo". The signature is written in a cursive style and is positioned above a horizontal line.

(signature)

Danté Bartolomeo
Interim Commissioner