



Update to Connecticut Paid Family Medical Leave Act

Our January 6, 2021 law alert, [An Overview of New Laws Impacting Employers in 2021](#), indicated that the Connecticut Paid Family Medical Leave Act (PFMLA) is effective July 1, 2021. The Connecticut PFMLA website, however, indicates PFMLA deadlines and notable dates as follows:

As of January 1, 2021, employers should have begun withholding employee contributions (0.5% of each paycheck) to the Connecticut Paid Leave Authority Trust Fund.


- March 31, 2021 – first quarterly payment due date.
- June 30, 2021 – second quarterly payment due date.
- September 30, 2021 – third quarterly payment due date.
- Late 2021 – employees may apply for benefits.
- December 31, 2021 – fourth quarterly payment due date.
- January 1, 2022 – benefit payments begin for approved paid leave benefit applications.


July 1, 2022 – employers must provide employees with written notice containing descriptions of the following: (1) the job-protected leave provided under the CT PFML; (2) the opportunity to apply for CT PFML benefits through the CT Paid Leave Authority; (3) employee protection from retaliation for requesting and/or taking CT PFML; and, (4) employee's right to file complaints with the Labor Commissioner.

For more information and resources please visit the Connecticut Paid Leave website:
<https://ctpaidleave.org/s/employer-landing-page>

You may also reach out to Katherine Brustowicz, David Gabor, or Virginia Peabody for assistance.

www.wagnerlawgroup.com

 [@wagner-law-group](https://www.linkedin.com/company/wagner-law-group)

 [fb.com/WagnerLawGroup](https://www.facebook.com/WagnerLawGroup)

Boynton Beach:

1880 N. Congress Avenue, Suite 200
Boynton Beach, FL 33426
Tel: (561) 293-3590

New York:

200 Park Avenue, Suite 1700
New York, NY 10166
Tel: (212) 338-5159

St. Louis:

1099 Milwaukee Street, Suite 140
St. Louis, MO 63122
Tel: (314) 236-0065

Boston:

99 Summer Street, 13th Floor
Boston, MA 02110
Tel: (617) 357-5200

Chicago:


180 N. LaSalle Street, Suite 3200
Chicago, IL 60601
Tel: (847) 990-9034


San Diego:

8677 Villa La Jolla Drive, Suite 888
San Diego, CA 92037
Tel: (619) 232-8702

Tampa:

101 East Kennedy Boulevard, Suite 2140
Tampa, FL 33602
Tel: (813) 603-2959

 [@wagnerlawgroup](https://twitter.com/wagnerlawgroup)

 [@wagnerlawgroup](https://www.youtube.com/wagnerlawgroup)

Lincoln, MA:

55 Old Bedford Road, Suite 303
Lincoln, MA 01773
Tel: (617) 532-8080

San Francisco:

315 Montgomery Street, Suite 900
San Francisco, CA 94104
Tel: (415) 625-0002

Washington, D.C.:

800 Connecticut Avenue, N.W., Suite 810
Washington, D.C. 20006
Tel: (202) 969-2800

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