

C O N N E C T I C U T

SENATE REPUBLICANS



HOUSE REPUBLICANS

Republican Paid Family Medical Leave Proposal

Fact Sheet

May 22, 2019

Opens disability insurance products to include paid family medical leave coverage.

- Establishes and implements standards for individual and group short-term disability and family leave income protection coverage to be sold in Connecticut.
- Currently, individuals in Connecticut can purchase disability insurance for themselves. This proposal would allow such plans to be expanded to include coverage for time off to care for a family member.
- The insurance industry cannot offer services or products not specifically authorized by the legislature so approval by the House and Senate is necessary to enact the Republican plan.

Gives employers the tools to offer family medical leave coverage.

- Allows employers of any size to offer individual or group short-term disability and family leave income protection coverage to employees if they so choose.
- The employee would have to opt into the program and the funding mechanism would be flexible. These products may be funded by optional employee payroll deductions, the employer funding or a hybrid of the two.
- Does not impose any mandate on businesses of any size.

Takes advantage of existing family leave programs in other states, removing walls and reducing rates.

- Creates the ability for Connecticut employers and employees to purchase into other state plans that offer short-term disability insurance and family leave income protection insurance should those states allow.
- By joining pools in other states, would bring down rates and costs for all.
- Other states like New York have established robust systems in place today to offer paid family medical leave in partnership with private insurers. This proposal recommends opening already established insurance pools in other state to CT residents, thereby strengthening those pools and offering the benefit of a stable paid leave system to CT workers.
- Allow for buy in to other state's public family leave programs.

Modernizes the definition of "family member" who a person is allowed to take leave from work to care for under the above options.

- Definition under current law expanded to include someone with whom someone has a spousal like relationship.
- Definition of sibling expanded to include foster siblings.
- Definition expanded to include grandparents.