



Department of Human Resources

**TO:** Management & Confidential Employees, University Assistants, Graduate Assistants, Graduate Interns, Summer Workers, & Student Employees

**FROM:** Fred Cratty, Chief Human Resources Officer

**RE:** Paid Family Medical Leave Act

**DATE:** April 9, 2021

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The Paid Family Medical Leave Act (PFMLA) payroll deduction for all **non-union** employees will begin with the paycheck dated April 23, 2021. Please read the attached information sheet for additional details.

If you have any questions, please contact the Payroll Department as follows:

- Sarah Baywood, Payroll Coordinator, 203-837-8366, [baywoods@wcsu.edu](mailto:baywoods@wcsu.edu)
- Patricia Bartolo, Assistant Payroll Coordinator, 203-837-8364, [bartolop@wcsu.edu](mailto:bartolop@wcsu.edu)

# PAID LEAVE DEDUCTIONS

In 2019 Connecticut passed Public Act 19-25, An Act Concerning Paid Family and Medical Leave, to create a comprehensive paid family and medical leave insurance program. Paid Family and Medical Leave Act (PFMLA) payroll deductions will begin with the 4/23 check for all non-union State of CT employees.

## Here's What You Need to Know:

### CATCHING UP

The standard PFMLA deduction is ½ of 1% (0.5%) of your eligible wages. Deductions should have begun on 1/1/2021; however, due to technical difficulties, non-union employees have not yet had deductions withheld. To ensure all eligible workers contribute the required amount, initial payroll deductions will be slightly higher.

### WHAT IT MEANS

On April 23, May 7, and May 23 you will see the standard 0.5% deduction plus an additional deduction of 1%. Your June 4 check will have 0.5% and the remaining catch-up balance. Once payroll deductions equal what should have previously been contributed, only the standard deduction of 0.5% will be taken.

### WHAT IT LOOKS LIKE

Scan the QR code to determine how much 0.5% will be based on your pay. Remember that the catch up pay will be three times that amount. You can also click [here](#), and scroll to the bottom of the page.



### WHAT ELSE SHOULD I KNOW?

The paid leave wage is capped at the current social security wage. Paid leave deductions will stop once employees' earnings reach the current social security wage (currently \$142,800, for calendar year 2021).

### WE UNDERSTAND

The paid leave program is designed to provide peace of mind during challenging times for you and other workers in our state. That said, we understand this catch-up process may cause an inconvenience, and we appreciate your understanding.

### WHERE CAN I LEARN MORE?

The CT Paid Leave Authority has a Q&A section that answers many common questions. To learn more, click [here](#).

Please reach out to your agency's payroll office for additional information.