



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 Catchup Deduction

**DATE:** July 21, 2021

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A new Paid Family Medical Leave Act (PFMLA) catchup deduction code has been created to collect/deduct the unpaid PFMLA balance from the 1<sup>st</sup> quarter. Applicable non-union employees will notice the PFMLA catchup deduction in the check date of 07/30/2021.

Non-union employees who owe a balance for the first quarter can expect a 1% PFMLAC catchup deduction PLUS the .5% current tax to come out until their balance has been paid in full (1.5% in total). It will take most non-union employees 3 or 4 pay cycles to pay back the 1<sup>st</sup> quarter balance in full.

The PFMLA program began on January 1<sup>st</sup>, 2021 under Connecticut [Public Act 19-25](#). State of CT non-union employees did not start contributing to PFMLA until the check date of 04/23/2021. The majority of active/paid non-union employees have paid the second quarter balance (forward) in full, which leaves the 1<sup>st</sup> quarter balance due. Those that still owe for the check date of 4/9/21 or who may have overpaid in the second quarter will have their total tax due appropriately adjusted. The 2021 first quarter is comprised of 6 payroll cycles (the check date of 01/15/2021 through 03/26/2021).

The 1% catchup deductions will begin in the check date of 07/30/2021. The 1% catchup deductions will automatically stop when the 1<sup>st</sup> quarter balance has been paid in full and the .5% standard PFMLA will continue going forward. [Visit PFMLA's New WEBSITE AT WWW.CTPAIDLEAVE.ORG](#) for more information.

If you have any questions, please contact Sarah Baywood, Payroll Coordinator at 203-837-8366 or via email at [baywoods@wcsu.edu](mailto:baywoods@wcsu.edu).