

Reminder: Connecticut Employers Must Comply with CT FMLA and Paid Leave Act Notice Requirements by July 1, 2022

Effective July 1, 2022, Connecticut employers are required to provide their employees with written notice describing their rights under the Connecticut Family and Medical Leave Act ("CT FMLA") and the Connecticut Paid Leave Act ("CTPL Act").

In 2019, Connecticut passed the CTPL Act and expanded the existing CT FMLA. On January 1, 2022, the CTPL Act and the expanded CT FMLA went into effect; however, the notice requirements under both laws have an effective date of July 1, 2022.

The amended CT FMLA and CTPL Act require employers to provide written notice to employees upon hire and annually thereafter. The notice to employees must describe: (1) their entitlement to job-protected leave under the CT FMLA and set forth the terms under which such leave may be used; (2) the opportunity to file a claim for compensation under the CTPL Act; (3) the retaliation protections provided by the laws; and (4) the right to file a complaint with the Connecticut Labor Commissioner.

The Connecticut Department of Labor and Paid Leave Authority provides a [template](#) notice that employers can use to satisfy the notice requirement. The proposed CT FMLA regulations also indicate that employers may fulfill the notice requirement by providing the required information in an employee handbook, but the regulations have not yet been finalized.

Connecticut employers should ensure their CT FMLA and CTPL Act policies are up-to-date and that they are abiding by the notice requirements by July 1, 2022. Employers are encouraged to contact their M&J attorney with any questions about these laws or the notice requirements.

Shane R. Goodrich is an attorney with Morgan, Brown & Joy, LLP, and may be reached at (617) 523-6666, or sgoodrich@morganbrown.com. Morgan, Brown & Joy, LLP focuses exclusively on representing employers in employment and labor matters.

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