



Connecticut Paid Family & Medical Leave and Disability Insurance

The Connecticut Paid Family and Medical Leave Act (PFML) was enacted in June of 2019. Employees become benefit eligible in January 2022.

PFML provides wage replacement benefits to eligible workers who need time off for a variety of personal reasons.



PFML, STD, AND LTD: COMPLEMENTARY BENEFITS

PFML plans don't replace Short- or Long-term Disability (STD/LTD) insurance benefits. These types of coverage work together to ensure that your valued employees can take leave without the devastating consequences of lost income.

PFML allows your employees to:

- Welcome and bond with a new child (through birth, adoption, or foster placement)
- Care for a seriously ill family member
- Tend to their own serious health condition, not related to their job
- Donate an organ or bone marrow
- Care for and/or support the needs of a family member in the military
- Tend to personal needs as a victim of family violence



Whether you have a private PFML plan through The Hartford or a plan through the state, disability coverage is still a vital part of your employee benefits package.

PFML plans can create coverage gaps for your employees due to benefit caps. Employees who earn more than \$51,790 per year will hit a \$780** weekly benefit cap on a PFML plan and employees who earn more than \$67,600 per year will receive less than 60% of their pay. Consider the wage replacement differences based on several income levels in this chart.

Employers may choose to offer a private PFML plan or participate in the state program to distribute benefits.

There are many advantages of choosing a private PFML plan through CBIA Health Connections and The Hartford.

Visit cbia.biz/pfml to learn about our program.

| Weekly Pay | Annual Pay | Weekly PFML Benefit | Wage Replacement Ratio |
|------------|------------|---------------------|------------------------|
| \$500 | \$26,000 | \$475 | 95% |
| \$1,000 | \$52,000 | \$780 | 78% |
| \$2,500 | \$130,000 | \$780 | 31% |

**In future years, the cap will be based on Connecticut minimum wage.

SHORT-TERM DISABILITY FILLS THE GAPS

PFML plans provide for a maximum of 12 weeks of paid leave in a 52-week period. Benefit commencement periods on LTD plans vary.

This means that PFML benefits may end long before LTD payments may begin. Without STD benefits, the employee would be without income.

More than 25% of American employees can expect to experience a disabling event that will keep them out of work for 1 year or more during their career.

CONSIDER THESE SCENARIOS

MIKE'S STORY

Mike is a new father and takes 12 weeks of CT PFML leave to bond with his new child. Two months after he returns to work, he breaks his ankle while rollerblading. His job requires him to be on his feet all day, which he can't do with a fractured ankle.

Since Mike used his entire 12 weeks of CT PFML leave already, he's not eligible for any additional benefits from the CT PFML plan. If Mike was covered by a Health Connections STD plan from The Hartford, he could apply for benefits under that program while he is on the mend.



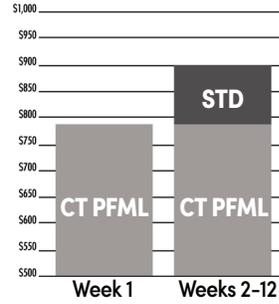
MONICA'S STORY

Monica has an elderly mother that has come down with a serious illness. Monica takes 3 weeks of CT PFML leave to care for her mother while she recovers. Later in the year, Monica herself is diagnosed with an illness that will keep her out of work for 6 to 9 months.

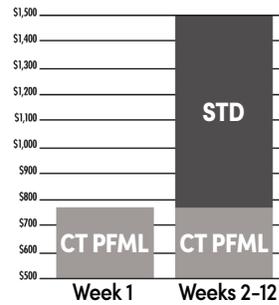
As Monica has already used three weeks of CT PFML leave, she is only entitled to nine more weeks of leave for her own serious health condition. If her long-term disability (LTD) plan has a 90-day elimination period, she will be left with a four-week gap between the end of her CT PFML benefits and the start of her LTD benefits. STD will cover that gap.

STD PLAN EXAMPLES

7-day elimination period, 12-week duration, 60% with a \$2,000 weekly maximum benefit



Example 1: An employee earning \$1,500 per week would be eligible for \$780 per week from the CT PFML plan, plus \$120 per week from the STD plan, for a total of \$900 per week. This means the employee would receive 60% of their pre-disability pay combined between the two programs.



Example 2: An employee earning \$2,500 per week would also be eligible for \$780 per week from the CT PFML plan, plus \$720 per week from the STD plan, for a total of \$1,500 per week. This employee would also receive 60% of their pre-disability pay between the two programs.

Talk to your agent about LTD/STD coverage and private PFML plans available through The Hartford and CBIA Health Connections.

Learn more at cbia.biz/disability.

