



Connecticut Paid Family and Medical Leave (CT PFML)

2024 versus 2023 benefit provision comparison

Calendar year	2024	2023
State combined rate	0.50% of employee's weekly wages, up to annual maximum	0.50% of employee's weekly wages, up to annual maximum
Employee maximum contribution rates	0.50% of employee's wages, up to the SSI income limit	0.50% of employee's wages, up to the SSI income limit
Maximum employee annual contribution	\$843	\$801
Social Security Income (SSI) limit	\$168,600	\$160,200
Benefit percentage	95% of the employee's wages that are less than or equal to 40 times the state minimum wage, plus 60% of the portion of the employee's wages that are greater than 40 times the state minimum wage	95% of the employee's wages that are less than or equal to 40 times the state minimum wage, plus 60% of the portion of the employee's wages that are greater than 40 times the state minimum wage
Maximum weekly benefit (60 times state minimum wage)	\$941.60 (60 x \$15.69)	\$840 (1/1/23 to 5/31/23) \$900 (6/1/23 to 12/31/23)
Connecticut state minimum wage*	\$13.00 (1/1/24 to 12/31/24)	\$14.00 (1/1/23 to 5/31/23) \$15.00 (6/1/23 to 12/31/23)
Employee eligibility earning requirement	Employee must work in CT, be employed for 3 months prior to a leave request, and have earned a minimum of \$2,325 in the highest earning quarter of the first four (4) of the five (5) most recently completed quarters, prior to the start of a leave	Employee must work in CT, be employed for 3 months prior to a leave request, and have earned a minimum of \$2,325 in the highest earning quarter of the first 4 of the 5 most recently completed quarters, prior to the start of a leave

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This document presents a brief overview of the Connecticut PFML law. The law and its implementing regulations, as well as the PFML policy documents issued to covered employers, will govern the actual administration of the PFML benefits and control in case of any conflict in or absence of information. This is not intended as legal advice. Please consult with appropriate professionals for legal, compliance, and tax advice.

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