

Leave Entitlements under Federal FMLA, State FMLA (C.G.S. §31-51kk) and the 2017 SEBAC Agreement

PROVISION	FEDERAL FMLA	31-51kk	2017 SEBAC AGREEMENT "SUPPLEMENTAL LEAVE"
Employee Eligibility	<p>The employee must meet both requirements:</p> <ul style="list-style-type: none"> The employee has worked at least 12 months of total service for the State of CT. The employee has worked at least 1,250 hours in the 12 months immediately preceding the beginning of the leave. 	<p>The employee must meet both requirements:</p> <ul style="list-style-type: none"> The employee has worked at least 12 months of total service for the State of CT. The employee has worked at least 1,000 hours in the 12 months immediately preceding the beginning of the leave. 	<p>Any employee who meets the definition of a "permanent employee" is eligible for SEBAC supplemental leave. "</p> <p>For Judicial Branch Employees, this means employees who are eligible for medical benefits who have been employed longer than 6 months.</p>
Leave Reasons – "Standard Leave Reasons"	<ul style="list-style-type: none"> To treat or recover from a serious health condition To care for a child, spouse or parent suffering from a serious health condition ("caregiver leave"); To bond with a newborn child or newly adopted child To bond with a newly placed foster child. Military Caregiver Leave (includes caring for veterans) Qualifying Exigency Leave 	<p>Same as federal FMLA, except that military caregiver leave does NOT include leave to care for veterans. NOTE: The definition of "parent" under 31-51kk includes the parent of the employee's spouse (i.e. "parent-in-law").</p>	<ul style="list-style-type: none"> To treat or recover from a serious health condition To care for a child, spouse or parent suffering from a serious health condition ("caregiver leave"); To bond with a newborn child or newly adopted child (up to 4 months only). Does not apply to newly placed foster child. <p>There is no SEBAC supplemental leave for Military Family Leave reasons.</p>
Leave Entitlement ("Standard leave" reasons)	<p>Up to 12 weeks in a 12 month period</p> <p>Leave under federal FMLA starts on the first day the employee is absent for a covered reason.</p> <p>If the employee is eligible for both federal FMLA and 31-51kk (and the reason qualifies) the leaves run concurrently.</p> <p>Leave can be taken as follows:</p> <ul style="list-style-type: none"> For an employee's own serious health condition: full time block leave, intermittent leave or reduced schedule leave. Caregiver leave: full time block leave, intermittent leave or reduced schedule leave Bonding: full time block leave, or reduced schedule leave, if approved 	<p>Up to 16 weeks in a 2 year period</p> <p>Leave under 31-51kk starts on the on the first day the employee is absent for a covered reason.</p> <p>If the employee is eligible for both federal FMLA and 31-51kk (and the reason qualifies) the leaves run concurrently.</p> <p>Leave can be taken as follows:</p> <ul style="list-style-type: none"> For an employee's own serious health condition: full time block leave, intermittent leave or reduced schedule leave. Caregiver leave: full time block leave, intermittent leave or reduced schedule leave Bonding: full time block leave, or reduced schedule leave, if approved 	<p>Regardless of the reason for leave, an employee can use no more than 24 weeks of SEBAC supplemental leave in a two-year period. Of those 24 weeks, a maximum of 4 months may be used for bonding purposes.</p> <p>The employee's eligibility status and leave reason determine the date the employee's SEBAC supplemental leave begins.</p> <p>Leave can be taken as follows:</p> <ul style="list-style-type: none"> For an employee's own serious health condition: full time block leave only. Caregiver leave: full time block leave only. Bonding: full time block leave, or reduced schedule leave, if approved