



## STATE OF CONNECTICUT JUDICIAL BRANCH

90 Washington Street  
Hartford, CT 06106  
Telephone (860) 706-5280  
Facsimile (860) 706-5091

### ADMINISTRATIVE SERVICES DIVISION HUMAN RESOURCE MANAGEMENT UNIT

---

**TO:** Judicial Branch Supervisors

**FROM:** Human Resource Management Unit

**DATE:** December 22, 2017

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

As you may be aware, the 2017 SEBAC Agreement made a number of changes to employees' family & medical leave rights. The attached chart summarizes the new leave entitlements available to Judicial Branch employees (union, managerial and excluded employees).

Effective 8/4/17, the following leave entitlements apply to state employees, including Judicial Branch employees:

- Federal FMLA leave for a period of up to 12 weeks of leave in a 12 month period
- State FMLA coverage under C.G.S. 31-51kk for up to 16 weeks of leave in a 2 year period
- SEBAC Supplemental Leave of up to 24 weeks in a 2 year period, including 4 months of "bonding" leave for maternity, paternity and adoption leaves

In addition, employees who are on approved caregiver leave under Federal FMLA and/or State FMLA (C.G.S. § 31-51kk) leave will now be able to use their own accrued sick leave beyond their family illness ("FI") time during approved periods of Federal FMLA leave, State FMLA leave and SEBAC Supplemental leave.

We are in the process of updating all of our leave documentation and our attendance system to accommodate these new leave entitlements and attendance codes. We will provide you with additional information as it becomes available. In the meantime, if you have any questions, please contact the Human Resource Management Unit at 860-706-5280 or email [melanie.buckley@jud.ct.gov](mailto:melanie.buckley@jud.ct.gov); [erin.callahan@jud.ct.gov](mailto:erin.callahan@jud.ct.gov) or [wendy.anderson@jud.ct.gov](mailto:wendy.anderson@jud.ct.gov).

Please distribute this to staff who do not have computer access. Thank you.

Human Resource Management Unit