



Connecticut Expands Leave to Certain School Employees

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Connecticut Governor Ned Lamont recently signed HB 7288 which, among other things, expands job-protected unpaid leave under the Connecticut Family Leave Act (“CTFMLA”) and the Connecticut Paid Leave Act (“CTPLA”) to certain non-certified school employees. Beginning October 1, 2025, the bill amends CTFMLA and CTPLA to cover employees that are employed by “public school operators” in a position that does not require a professional certification under Chapter 166 of the Connecticut General Statutes. These public school operators are now required to register with the Connecticut Paid Leave Authority (the “Authority”), deduct the 0.5% contributions from eligible employees’ wages, and remit those contributions quarterly to the Authority.

■ Employer Action

Public school operators should work with employment and labor counsel to review their leave policies and procedures to ensure they are compliant with the new requirement effective October 1, 2025. In addition, employers should monitor the Connecticut Department of Labor (“CTDOL”) and CTPLA websites for additional guidance and regulations. We will continue to monitor this issue as well and will keep employers updated as applicable.