



General Assembly

February Session, 2024

Raised Bill No. 5165

LCO No. 1076



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

AN ACT EXPANDING CONNECTICUT FAMILY AND MEDICAL LEAVE BENEFITS TO NONCERTIFIED SCHOOL EMPLOYEES.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Subsections (a) and (b) of section 31-51rr of the general
2 statutes are repealed and the following is substituted in lieu thereof
3 (*Effective October 1, 2024*):

4 (a) Each political subdivision of the state shall [grant] provide the
5 same family and medical leave benefits under the federal Family and
6 Medical Leave Act, P.L. 103-3, and 29 CFR 825.112 to (1) any employee
7 of such political subdivision who is [(1)] a party to a marriage in which
8 the other party is of the same sex as the employee, and who has been
9 employed for at least twelve months by such employer and for at least
10 one thousand two hundred fifty hours of service with such employer
11 during the previous twelve-month period, [the same family and medical
12 leave benefits under the federal Family and Medical Leave Act, P.L. 103-
13 3, and 29 CFR 825.112,] which benefits shall be the same as are provided
14 to an employee who is a party to a marriage in which the other party is
15 of the opposite sex of such employee, [or] (2) on or after the effective

16 date of regulations adopted pursuant to subsection (f) of this section, [a
17 school paraprofessional] any paraeducator in an educational setting
18 who has been employed for at least twelve months by such employer
19 and for at least nine hundred fifty hours of service with such employer
20 during the previous twelve-month period, [the same family and medical
21 leave benefits provided under subdivision (1) of this subsection to an
22 employee who has been employed for at least twelve months by such
23 employer and for at least one thousand two hundred fifty hours of
24 service with such employer during the previous twelve-month period]
25 or (3) on or after October 1, 2024, any person employed by a local or
26 regional board of education who does not hold a professional
27 certification under chapter 166 and has been employed for at least
28 twelve months by such employer and for at least nine hundred fifty
29 hours of service with such employer during the previous twelve-month
30 period.

31 (b) (1) Any employee of a political subdivision of the state who is a
32 party to a marriage in which the other party is of the same sex as the
33 employee and who has worked at least twelve months and one
34 thousand two hundred fifty hours for such employer during the
35 previous twelve-month period, [or] (2) on or after the effective date of
36 regulations adopted pursuant to subsection (f) of this section, [a school
37 paraprofessional] any paraeducator in an educational setting who has
38 been employed for at least twelve months by such employer and for at
39 least nine hundred fifty hours of service with such employer during the
40 previous twelve-month period, and (3) on or after October 1, 2024, any
41 person employed by a local or regional board of education who does not
42 hold a professional certification under chapter 166 and has been
43 employed for at least twelve months by such employer and for at least
44 nine hundred fifty hours of service with such employer during the
45 previous twelve-month period may request leave in order to serve as an
46 organ or bone marrow donor, provided such employee may be
47 required, prior to the inception of such leave, to provide sufficient
48 written certification from the physician of such employee, a physician
49 assistant or an advanced practice registered nurse of the proposed organ

50 or bone marrow donation and the probable duration of the employee's
51 recovery from such donation.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2024	31-51rr(a) and (b)

Statement of Purpose:

To extend the state family and medical leave benefits to employees of a local or regional board of education who do not hold professional certification under chapter 166 of the general statutes.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]