



General Assembly

Substitute Bill No. 5165

February Session, 2024



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2 statutes are repealed and the following is substituted in lieu thereof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

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

LAB *Joint Favorable Subst.*