



General Assembly

Substitute Bill No. 6790

January Session, 2023



AN ACT EXPANDING CONNECTICUT FMLA TO NONCERTIFIED SCHOOL EMPLOYEES.

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

1 Section 1. Section 31-51rr of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective July 1, 2023*):

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

20 one thousand two hundred fifty hours of service with such employer
21 during the previous twelve-month period, or (3) employed by a local
22 or regional board of education and does not hold professional
23 certification under chapter 166, and who has been employed for at
24 least twelve months by such employer and for at least nine hundred
25 fifty hours of service with such employer during the previous twelve-
26 month period, the same family and medical leave benefits provided
27 under the federal Family and Medical Leave Act, P.L. 103-3, and 29
28 CFR 825.112.

29 (b) (1) Any employee of a political subdivision of the state who has
30 worked at least twelve months and one thousand two hundred fifty
31 hours for such employer during the previous twelve-month period,
32 [or] (2) on or after the effective date of regulations adopted pursuant to
33 subsection (f) of this section, a school paraprofessional in an
34 educational setting who has been employed for at least twelve months
35 by such employer and for at least nine hundred fifty hours of service
36 with such employer during the previous twelve-month period, or (3)
37 on or after July 1, 2023, any person employed by a local or regional
38 board of education who does not hold a professional certification
39 under chapter 166, and who has been employed for at least twelve
40 months by such employer and for at least nine hundred fifty hours of
41 service with such employer during the previous twelve-month period
42 may request leave in order to serve as an organ or bone marrow donor,
43 provided such employee may be required, prior to the inception of
44 such leave, to provide sufficient written certification from the
45 physician of such employee, a physician assistant or an advanced
46 practice registered nurse of the proposed organ or bone marrow
47 donation and the probable duration of the employee's recovery from
48 such donation.

49 (c) Nothing in this section shall be construed as authorizing leave in
50 addition to the total of twelve workweeks of leave during any twelve-
51 month period provided under the federal Family and Medical Leave
52 Act, P.L. 103-3.

53 (d) The Labor Department shall enforce compliance with the
54 provisions of this section.

55 (e) For the purposes of subdivision (2) of subsections (a) and (b) of
56 this section, no hours of service worked by a paraprofessional prior to
57 the effective date of regulations adopted pursuant to subsection (f) of
58 this section shall be included in the requisite nine hundred fifty hours
59 of service.

60 (f) The Labor Commissioner shall adopt regulations for the
61 provision of family and medical leave benefits to school
62 paraprofessionals in an educational setting pursuant to this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2023</i>	31-51rr

LAB *Joint Favorable Subst.*