

School Paraprofessionals Will Now Be Eligible For FMLA Leave Once They Have Worked 950 Hours After May 12, 2014

Education Law Notes

06.03.2014

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On May 12, 2014, the Connecticut Secretary of State's website posted the Department of Labor's Family and Medical Leave for School Paraprofessionals final regulations. Under the new regulations, Connecticut school districts will now be required to provide paraprofessionals with FMLA leave benefits once they have worked 950 hours after the May 12, 2014 date of the regulations' adoption.

This new requirement is the result of 2012 state legislation, Public Act 12-43, that created a special, reduced hours-worked FMLA eligibility threshold for Connecticut school paraprofessionals. Under federal law, public school employees are required to work 1,250 hours in the twelve-month period preceding leave in order to become eligible for FMLA-protected leave benefits. Most school paraprofessionals did not work enough hours in a year to meet the 1,250 hour threshold for eligibility.

To read the full alert please [click here](#).

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