



Connecticut Paid Leave

**EMPLOYER LEAVE MANAGEMENT CONFERENCE
PROPOSAL**

FEBRUARY 11, 2026

The Basics

- CT Paid Leave will sponsor a **Leave Management Conference** open to employers, HR professionals, and business owners who want to learn more about leave in Connecticut. We propose a one-day event running from 7am to 3pm to be held at Courtyard Hotel in Cromwell, CT.
- We will explore a partnership with SHRM (Society of Human Resource Managers) to offer credits for attending.
- Target date is September 16, 2026.
- Event Goals:
 - 1. **Education:** provide a comprehensive understanding of Connecticut's leave laws (i.e., CT Paid Leave, CT FMLA) and related federal laws (i.e., Federal FMLA, ADA, PUMP Act), and how to manage them.
 - 2. **Relationships:** to build and strengthen relationships we have with partners who specialize on certain topics related to the industry by inviting them to speak and train others.
 - 3. **Collaboration:** to create a space where professionals can share best practices, build community and network.

Potential Partners

- CT Department of Labor
- CT Commission on Human Rights and Opportunities
- Chambers of Commerce
- Connecticut Business & Industry Association (CBIA)
- Connecticut SHRM State Council and/or Tri-State SHRM
- Connecticut Association of Nonprofits
- Connecticut Nonprofit Alliance
- Connecticut Bar Association (Labor & Employment Law Section)
- Hartford Business Journal
- Connecticut HR Council

Suggested Topics

- ***Foundations of Leave Management in Connecticut***
 - Overview of CT Paid Leave, CT FMLA, CT Paid Sick Leave, federal FMLA and related laws
 - Current trends and updates
 - How do these laws intersect and differ
- ***A Deep Dive into the CT Paid Leave program***
 - Contributions, benefit calculations, and claims process
 - Coordination between CTPL and employers (i.e., role of employers in this program, how can we work together)
- ***Legal Perspectives on Leave Management***
 - Discussion on best practices
 - Q&A on gray areas and practical compliance challenges
- ***Practical Implementation and Compliance Strategies***
 - Building a compliant leave workplace policy/handbook updates
 - Documentation and recordkeeping essentials
- ***Supporting Employees with Compassion and Compliance***
 - Managing leave requests and return-to-work scenarios
 - Navigating productivity and responsibility while staff are on leave/aligning leave management practices with organizational culture

Budget

Venue	\$6,133
- Includes rental fee, food and beverage, AV equipment, service fee	

We will explore two ideas to offset costs.

- 1) If we are able to obtain permission to provide SHRM credits, we may be able to charge a small attendance fee.
- 2) We may be able to secure gifts to the state to underwrite the cost of the event.