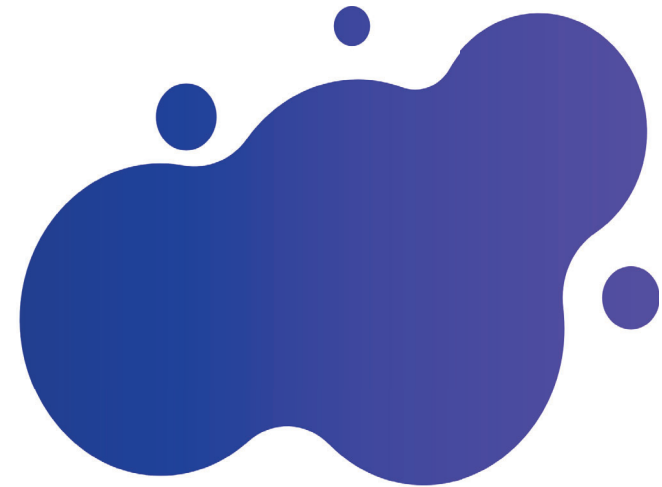


Connecticut  
Paid Leave

# LEAVE MANAGEMENT CONFERENCE

# PROPOSAL

January 2026



# The Basics



- Our idea is to host a CT Paid Leave sponsored **Leave Management Conference** open to employers, HR professionals, and business owners who want to learn more about leave in Connecticut. This would be a one-day event running from 7am to 3pm to be held at Courtyard Hotel in Cromwell, CT. Explore a partnership with SHRM 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

# Potential 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

- Includes rental fee, food and beverage, AV equipment, service fee

\$6,133

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.