



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 CTPA 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



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