



# Connecticut Paid Leave

**For Immediate Release**

**September 17, 2021**

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## **CT Paid Leave Launches Small Business Educational Series/Web Portal**

***In recognition of small business week, CT Paid Leave is launching new training programs, resources, and a dedicated web portal — aiming to better support Connecticut’s thousands of small businesses as they navigate CT Paid Leave.***

STATEWIDE CT — As Connecticut employers prepare for the rollout of income replacement benefits through Connecticut’s Paid Family and Medical Leave Act (CTPL), the CT Paid Leave Authority is producing new tools and resources to ensure the state’s small businesses have the support they need.

Beginning January 1, 2022, income replacement benefits will be available for Connecticut workers who need to take unpaid time away from work to attend to their personal — or a loved one’s — health needs. Also beginning January 1, 2022, significant changes to the CT Family and Medical Leave Act (CT FMLA), which provides eligible employees with job-protected leave, will take effect. Previously, Connecticut’s Family and Medical Leave Act (FMLA) applied only to workplaces with 50 or more employees, but as of January 1st, the CT FMLA’s job-protections will apply to workplaces with one or more employees.

“This is uncharted territory for many of our state’s small businesses,” said CT Paid Leave Authority CEO Andrea Barton Reeves. “It is important for us to provide support and education to help businesses navigate these changes. While access to benefits begins in January, employees are expected to begin filing applications for leave before the close of the year. Therefore, we felt it was important to have resources in place for small businesses well prior to the beginning of the application process.”

On Friday, the CT Paid Leave Authority launched a [new website portal/landing page](#) full of resources including peer-to-peer guidance on the Paid Leave process from small business owners across the state. Additionally, in partnership with the Connecticut Small Business Development Center (CTSBDC), and the Authority, a series of webinars will be available beginning in October, addressing the unique challenges small businesses face in rolling out these new entitlements to their workforce. There are also updated [downloadable resources](#) — such as a CT Paid Leave Toolkit and informational videos — for all Connecticut employers to utilize.

"We know many small businesses don't have dedicated human resources and payroll providers to help them explain CT Paid Leave to their employees. We are honored to feature real small businesses throughout the state on this web portal, as they offer real advice to their fellow entrepreneurs." Barton Reeves added.

While the Authority staff will focus training on areas specific to the paid leave process for employers and employees, they were aware that small businesses needed advice on how to manage paid leave from an operations standpoint. In selecting a partner to provide advice on cross-training, recruiting and best practices for standard operating procedures, the Authority turned to the trusted team at CTSBDC.

"We are honored to serve as the operational training partner for CT Paid Leave," shares CTSBDC State Director Joseph Ercolano. "Starting in late October, and monthly through April of next year, we will be hosting live webinars with our experienced advisors and human resources partners, to help the small businesses in our State prepare their team and operations for the introduction of a paid leave benefit."

Appropriately, the rollout of the small business education series and new web-based resources coincides with National Small Business Week, which recognizes the critical contributions of America's entrepreneurs and small business owners.

"We want to make sure that businesses have all the tools they need to understand their role in connection with the paid leave program," said Chief Operating Officer and Administrative Services Commissioner Josh Geballe, who serves as Board Chair for the Authority. "These online resources are just one more way to support our businesses while executing on a program that will ensure families don't need to decide between their health and going to work, something that has become even more critically important during the COVID-19 pandemic."

Visit the [small business page](#) on the CT Paid Leave website to learn more.

The mission of the Connecticut Paid Family and Medical Leave Insurance Authority (CT Paid Leave Authority) is to provide Connecticut's workforce access to paid family leave benefits and to empower employers by offering helpful tools for understanding their vital role and provide support to navigate the program. This program allows those employees working in Connecticut the opportunity to address personal and family health needs without the consequence of lost income. For employers, the Paid Leave Authority can provide the tools and resources needed for compliance and to promote happy, healthy, vibrant, and inclusive workplaces.