



General Assembly

February Session, 2026

Raised Bill No. 5003

LCO No. 2313



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

***AN ACT CONCERNING WORKFORCE DEVELOPMENT AND
WORKING CONDITIONS IN THE STATE.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective October 1, 2026*) (a) Each health care
2 facility or institution, and each state agency that employs any health
3 care provider, shall protect and save harmless any health care provider
4 or other employee of such health care facility or institution, from
5 financial loss and expense, including payment of expenses reasonably
6 incurred for medical or other service necessary as a result of any
7 assault upon such health care provider or other employee while such
8 health care provider or other employee was acting in the discharge of
9 such health care provider or other employee's duties within the scope
10 of such health care provider or other employee's employment or under
11 the direction of such health care facility or institution, state agency,
12 which expenses are not paid by the individual health care provider or
13 other employee's insurance, workers' compensation or any other
14 source not involving an expenditure by such health care provider or
15 other employee.

16 (b) Any health care provider or other employee absent from
17 employment as a result of injury sustained during any assault or for a
18 court appearance in connection with such assault shall continue to
19 receive such health care provider or other employee's salary or
20 contracted weekly wages, while so absent, except that the amount of
21 any workers' compensation award may be deducted from any
22 payment of wages during such absence. The time of such absence shall
23 not be charged against such health care provider or other employee's
24 sick leave, vacation time, personal leave days or other accrued leave.

25 (c) Any health care provider or other employee of a health care
26 facility or institution who suffers an ascertainable loss of money may
27 bring a civil action in the Superior Court to recover damages. In any
28 action brought by a health care provider or other employee of a health
29 care facility or institution under this section, the court may award, to
30 the plaintiff, if the plaintiff prevails, in addition to the relief provided
31 in this section, reasonable attorney's fees and costs to be taxed by the
32 court.

33 (d) For the purposes of this section, (1) "health care provider" means
34 an individual directly or indirectly employed by, or volunteering for, a
35 health care facility or institution and who (A) is involved in direct
36 patient care, or (B) has direct contact with the patient or the patient's
37 family when either (i) collecting or processing information for patient
38 forms and records, or (ii) escorting or directing the patient or patient's
39 family on the health care employer's premises, and (2) "health care
40 facility or institution" has the same meaning as provided in section
41 19a-905 of the general statutes.

42 Sec. 2. Section 10-236a of the general statutes is repealed and the
43 following is substituted in lieu thereof (*Effective July 1, 2026*):

44 (a) Each board of education, the State Board of Education, the Board
45 of Regents for Higher Education, the Board of Trustees for The
46 University of Connecticut, and each state agency which employs any

47 teacher, and the managing board of any public school, as defined in
48 section 10-183b, shall protect and save harmless any member of such
49 boards, or any teacher or other employee of such boards, from
50 financial loss and expense, including payment of expenses reasonably
51 incurred for medical or other service necessary as a result of [an] any
52 assault upon such member, teacher or other employee while such
53 person was acting in the discharge of [his or her] such member, teacher
54 or other employee's duties within the scope of [his or her] such
55 member, teacher or other employee's employment or under the
56 direction of such boards, state agency, department or managing board,
57 which expenses are not paid by the individual member's, teacher's or
58 employee's insurance, workers' compensation or any other source not
59 involving an expenditure by such member, teacher or employee.

60 (b) Any member, teacher or employee absent from employment as a
61 result of injury sustained during [an] any assault, any act of
62 challenging behavior, as defined in section 10-222aa, or for a court
63 appearance in connection with such assault shall continue to receive
64 [his or her] such member, teacher or employee's full salary or
65 contracted weekly wages, while so absent, except that the amount of
66 any workers' compensation award may be deducted from [salary] any
67 payments during such absence. The time of such absence shall not be
68 charged against such member, teacher or employee's sick leave,
69 vacation time, [or] personal leave days or other accrued leave.

70 (c) Any member, teacher or employee who suffers an ascertainable
71 loss of money may bring a civil action in the Superior Court to recover
72 damages. In any action brought by a member, teacher or employee
73 under this section, the court may award, to the plaintiff, if the plaintiff
74 prevails, in addition to the relief provided in this section, reasonable
75 attorney's fees and costs to be taxed by the court.

76 [(c)] (d) For the purposes of this section, the terms "teacher" and
77 "other employee" shall include any student teacher doing practice
78 teaching under the direction of a teacher employed by a local or

79 regional board of education or by the State Board of Education or
80 Board of Governors of Higher Education, and any member of the
81 faculty or staff or any student employed by The University of
82 Connecticut Health Center or health services.

83 Sec. 3. (NEW) (*Effective October 1, 2026*) (a) Not later than January 1,
84 2027, the Department of Public Health shall develop a system (1) for
85 health care providers with an electronic health records system capable
86 of connecting to and participating in the State-wide Health
87 Information Exchange, as specified in section 17b-59e of the general
88 statutes, to report to said exchange incidences of patient violence
89 directed at a health care provider, and (2) that alerts a health care
90 provider with such an electronic health records system when the
91 provider accepts a new patient or has a scheduled visit with an
92 existing patient who has a documented history of any such incidence.
93 The Department of Public Health shall also establish an appeals
94 process for patients to dispute any entry of violence recorded into such
95 electronic health records system.

96 (b) On and after January 1, 2027, each health care provider with an
97 electronic health record system capable of connecting to and
98 participating in the State-wide Health Information Exchange, as
99 specified in section 17b-59e of the general statutes, shall document in
100 its electronic health record system any incidence of violence that a
101 patient directs at the health care provider or that the health care
102 provider witnesses the patient direct at another health care provider.

103 Sec. 4. Section 31-51r of the general statutes is repealed and the
104 following is substituted in lieu thereof (*Effective October 1, 2026*):

105 (a) As used in this section:

106 (1) "Employer" means any person engaged in business, [who has
107 twenty-six or more employees,] including the state and any political
108 subdivision thereof.

109 (2) "Employee" means any person engaged in service to an employer
110 in the business of his employer.

111 (3) "Employment promissory note" means any instrument or
112 agreement executed on or after October 1, 1985, which requires an
113 employee to pay the employer, or his agent or assignee, a sum of
114 money if the employee leaves such employment before the passage of
115 a stated period of time. "Employment promissory note" includes any
116 such instrument or agreement which states such payment of moneys
117 constitutes reimbursement for training previously provided to the
118 employee.

119 (b) On or after October 1, 1985, no employer may require, as a
120 condition of employment, any employee or prospective employee to
121 execute an employment promissory note. The execution of an
122 employment promissory note as a condition of employment is against
123 public policy and any such note shall be void. If any such note is part
124 of an employment agreement, the invalidity of such note shall not
125 affect the other provisions of such agreement.

126 (c) Nothing in this section shall prohibit or render void any
127 agreement between an employer and an employee (1) requiring the
128 employee to repay to the employer any sums advanced to such
129 employee, (2) requiring the employee to pay the employer for any
130 property it has sold or leased to such employee, (3) requiring
131 educational personnel to comply with any terms or conditions of
132 sabbatical leaves granted by their employers, or (4) entered into as part
133 of a program agreed to by the employer and its employees' collective
134 bargaining representative.

135 Sec. 5. (*Effective from passage*) (a) There is established a task force to
136 study additional services, funding and benefits that may be utilized in
137 order to support persons with disabilities who earn less than the
138 minimum wage pursuant to Section 14(c) of the Fair Labor Standards
139 Act of 1937, 29 USC 214(c). The task force shall (1) examine benefits

140 and impediments to the state in utilizing such additional services for
141 such persons, and (2) make recommendations on funding sources and
142 benefits the state can provide to support such persons.

143 (b) The task force shall consist of the following members:

144 (1) The chairpersons and ranking members of the joint standing
145 committee of the General Assembly having cognizance of matters
146 relating to labor and public employees, or their designees;

147 (2) The chairpersons and ranking members of the joint standing
148 committee of the General Assembly having cognizance of matters
149 relating to human services, or their designees;

150 (3) One appointed by the speaker of the House of Representatives,
151 who has expertise in the employment of persons with disabilities;

152 (4) One appointed by the president pro tempore of the Senate, who
153 is a member of an organization that advocates for persons with
154 disabilities;

155 (5) One appointed by the majority leader of the House of
156 Representatives;

157 (6) One appointed by the majority leader of the Senate;

158 (7) One appointed by the minority leader of the House of
159 Representatives;

160 (8) One appointed by the minority leader of the Senate;

161 (9) The Commissioner of Aging and Disability Services, or the
162 commissioner's designee;

163 (10) The Labor Commissioner, or the commissioner's designee;

164 (11) The Commissioner of Developmental Services, or the
165 commissioner's designee; and

166 (12) The Commissioner of Administrative Services, or the
167 commissioner's designee.

168 (c) Any member of the task force appointed under subdivision (3),
169 (4), (5), (6), (7) or (8) of subsection (b) of this section may be a member
170 of the General Assembly.

171 (d) Not less than two members of the task force appointed under
172 subdivision (3), (4), (5), (6), (7) or (8) of subsection (b) of this section
173 shall be a parent of a person with disabilities who earns less than the
174 minimum wage pursuant to Section 14(c) of the Fair Labor Standards
175 Act of 1938, 29 USC 214(c).

176 (e) All initial appointments to the task force shall be made not later
177 than thirty days after the effective date of this section. Any vacancy
178 shall be filled by the appointing authority.

179 (f) The chairpersons of the joint standing committee of the General
180 Assembly having cognizance of matters relating to labor and public
181 employees, or their designees, shall be the chairpersons of the task
182 force. Such chairpersons shall schedule the first meeting of the task
183 force, which shall be held not later than sixty days after the effective
184 date of this section.

185 (g) The administrative staff of the joint standing committee of the
186 General Assembly having cognizance of matters relating to labor and
187 public employees shall serve as administrative staff of the task force.

188 (h) Not later than January 1, 2028, the task force shall submit a
189 report on its findings and recommendations to the joint standing
190 committee of the General Assembly having cognizance of matters
191 relating to labor and public employees, in accordance with the
192 provisions of section 11-4a of the general statutes. The task force shall
193 terminate on the date that it submits such report or January 1, 2028,
194 whichever is later.

195 Sec. 6. Section 7-152b of the general statutes is repealed and the
196 following is substituted in lieu thereof (*Effective October 1, 2026*):

197 (a) Any town, city or borough may establish by ordinance a parking
198 violation hearing procedure in accordance with this section. The
199 Superior Court shall be authorized to enforce the assessments and
200 judgments provided for under this section.

201 (b) The chief executive officer of the town, city or borough shall
202 appoint one or more parking violation hearing officers, other than
203 policemen or persons who issue parking tickets or work in the police
204 department, to conduct the hearings authorized by this section.

205 (c) A town, city or borough may, at any time within two years from
206 the expiration of the final period for the uncontested payment of fines,
207 penalties, costs or fees for any alleged violation under any ordinance
208 adopted pursuant to section 7-148 or sections 14-305 to 14-308,
209 inclusive, send notice to the motor vehicle operator, if known, or the
210 registered owner of the motor vehicle by first class mail at his address
211 according to the registration records of the Department of Motor
212 Vehicles or by electronic mail, if the operator or owner's electronic mail
213 address is known. Such notice shall inform the operator or owner: (1)
214 Of the allegations against him and the amount of the fines, penalties,
215 costs or fees due; (2) that he may contest his liability before a parking
216 violations hearing officer by delivering in person, by electronic mail or
217 by mail written notice within ten days of the date thereof; (3) that if he
218 does not demand such a hearing, an assessment and judgment shall
219 enter against him; and (4) that such judgment may issue without
220 further notice. Whenever a violation of such an ordinance occurs, proof
221 of the registration number of the motor vehicle involved shall be prima
222 facie evidence in all proceedings provided for in this section that the
223 owner of such vehicle was the operator thereof; provided, the liability
224 of a lessee under section 14-107 shall apply.

225 (d) If the person who is sent notice pursuant to subsection (c) of this

226 section wishes to admit liability for any alleged violation, such person
227 may, without requesting a hearing, pay the full amount of the fines,
228 penalties, costs or fees admitted to in person or by mail to an official
229 designated by the town, city or borough. Such payment shall be
230 inadmissible in any proceeding, civil or criminal, to establish the
231 conduct of such person or other person making the payment. Any
232 person who does not demand a hearing within ten days of the date of
233 the first notice provided for in subsection (c) of this section shall be
234 deemed to have admitted liability, and the designated town official
235 shall certify such person's failure to respond to the hearing officer. The
236 hearing officer shall thereupon enter and assess the fines, penalties,
237 costs or fees provided for by the applicable ordinances and shall follow
238 the procedures set forth in subsection (f) of this section.

239 (e) Any person who requests a hearing shall be given written notice
240 of the date, time and place for the hearing. Such hearing shall be held
241 not less than fifteen days nor more than thirty days from the date of
242 the mailing of notice, provided the hearing officer shall grant upon
243 good cause shown any reasonable request by any interested party for
244 postponement or continuance. An original or certified copy of the
245 initial notice of violation issued by a policeman or other issuing officer
246 shall be filed and retained by the town, city or borough, be deemed to
247 be a business record within the scope of section 52-180 and be evidence
248 of the facts contained therein. The presence of the policeman or issuing
249 officer shall be required at the hearing if such person so requests. A
250 person wishing to contest his liability shall appear at the hearing in
251 person or by means of electronic equipment, and may present
252 evidence in his behalf. A designated town official, other than the
253 hearing officer, may present evidence on behalf of the town. If such
254 person fails to appear, the hearing officer may enter an assessment by
255 default against him upon a finding of proper notice and liability under
256 the applicable statutes or ordinances. The hearing officer may accept
257 from such person copies of police reports, Department of Motor
258 Vehicles documents and other official documents by mail and may

259 determine thereby that the appearance of such person is unnecessary.
260 The hearing officer shall conduct the hearing in the order and form
261 and with such methods of proof as he deems fair and appropriate. The
262 rules regarding the admissibility of evidence shall not be strictly
263 applied, but all testimony shall be given under oath or affirmation. The
264 hearing officer shall announce his decision at the end of the hearing. If
265 he determines that the person is not liable, he shall dismiss the matter
266 and enter his determination in writing accordingly. If he determines
267 that the person is liable for the violation, he shall forthwith enter and
268 assess the fines, penalties, costs or fees against such person as provided
269 by the applicable ordinances of that town, city or borough.

270 (f) If such assessment is not paid on the date of its entry, the hearing
271 officer shall send by first class mail a notice of the assessment to the
272 person found liable and shall file, not less than thirty days or more
273 than twelve months after such mailing, a certified copy of the notice of
274 assessment with the clerk of a superior court facility designated by the
275 Chief Court Administrator together with an entry fee of eight dollars.
276 The certified copy of the notice of assessment shall constitute a record
277 of assessment. Within such twelve-month period, assessments against
278 the same person may be accrued and filed as one record of assessment.
279 The clerk shall enter judgment, in the amount of such record of
280 assessment and court costs of eight dollars, against such person in
281 favor of the town, city or borough. Notwithstanding any provision of
282 the general statutes, the hearing officer's assessment, when so entered
283 as a judgment, shall have the effect of a civil money judgment and a
284 levy of execution on such judgment may issue without further notice
285 to such person.

286 (g) A person against whom an assessment has been entered
287 pursuant to this section is entitled to judicial review by way of appeal.
288 An appeal shall be instituted within thirty days of the mailing of notice
289 of such assessment by filing a petition to reopen assessment, together
290 with an entry fee in an amount equal to the entry fee for a small claims
291 case pursuant to section 52-259, at the Superior Court facility

292 designated by the Chief Court Administrator, which shall entitle such
293 person to a hearing in accordance with the rules of the judges of the
294 Superior Court.

295 (h) It shall be an affirmative defense for a health care worker in any
296 parking violation hearing that a parking violation was issued to such
297 health care worker while in the course of their employment, provided
298 such parking violation was not issued for a public safety violation,
299 including, but not limited to, blocking a fire hydrant, sidewalk or
300 handicap ramp.

301 Sec. 7. Section 21a-421d of the general statutes is repealed and the
302 following is substituted in lieu thereof (*Effective October 1, 2026*):

303 (a) As used in this section:

304 (1) "Bona fide labor organization" means (A) with respect to a labor
305 peace agreement entered into on or before September 30, 2023, a labor
306 union that (i) represents employees in this state with regard to wages,
307 hours and working conditions, (ii) whose officers have been elected by
308 a secret ballot or otherwise in a manner consistent with federal law,
309 (iii) is free of domination or interference by any employer and has
310 received no improper assistance or support from any employer, and
311 (iv) is actively seeking to represent cannabis workers in the state, and
312 (B) with respect to a labor peace agreement entered into on or after
313 October 1, 2023, a labor union that is included on the list established
314 and periodically updated by the department pursuant to subsection (b)
315 of this section;

316 (2) "Labor peace agreement" means an agreement between a
317 cannabis establishment and a bona fide labor organization under this
318 section pursuant to which the owners and management of the cannabis
319 establishment agree not to lock out employees and that prohibits the
320 bona fide labor organization from engaging in picketing, work
321 stoppages or boycotts against the cannabis establishment;

322 (3) "Cannabis establishment", "dispensary facility" and "producer"
323 have the same meanings as provided in section 21a-420; and

324 (4) "Licensee" means a cannabis establishment licensee, dispensary
325 facility or producer.

326 (b) (1) Not later than October 1, 2023, the department shall establish
327 and periodically update a list of labor unions that (A) are actively
328 seeking to represent cannabis workers in this state, and (B) satisfy the
329 criteria established in subdivision (2) of this subsection.

330 (2) Not later than September 1, 2023, the department shall accept
331 applications for inclusion on the list established pursuant to
332 subdivision (1) of this subsection. Any labor union that wishes to be
333 included on such list shall submit an application to the department, in
334 a form and manner prescribed by the department. As part of such
335 application, such labor union shall attest, under penalty of false
336 statement, that such labor union:

337 (A) Is actively seeking to represent cannabis workers in this state;

338 (B) Satisfies at least two of the following criteria:

339 (i) Such labor union represents employees in this state with regard
340 to wages, hours and working conditions;

341 (ii) Such labor union has been recognized or certified as the
342 bargaining representative for cannabis employees employed at
343 cannabis establishments in this state;

344 (iii) Such labor union has executed one or more collective
345 bargaining agreements with cannabis establishment employers in this
346 state, which agreement or agreements remain effective on the date of
347 such labor union's application under this subsection; or

348 (iv) Such labor union has spent resources as part of one or more
349 attempts to organize and represent cannabis workers employed at

350 cannabis establishments in the state, which attempt or attempts remain
351 active on the date of such labor union's application under this
352 subsection;

353 (C) Has filed the annual report required by 29 USC 431(b) for the
354 three years immediately preceding the date of such labor union's
355 application under this subsection;

356 (D) Has audited financial reports covering the three years
357 immediately preceding the date of such labor union's application
358 under this subsection;

359 (E) Was governed by a written constitution or bylaws for the three
360 years immediately preceding the date of such labor union's application
361 under this subsection;

362 (F) Is affiliated with regional or national associations of unions,
363 including, but not limited to, central labor councils;

364 (G) Is overseen by officers elected by secret ballot or otherwise in a
365 manner consistent with federal law;

366 (H) Is free from domination or interference by any employer; and

367 (I) Has not received any improper assistance or support from any
368 employer.

369 (3) In the event of any change in the information that a labor union
370 submits to the department under this subsection, the labor union shall
371 correct or update such information, in a form and manner prescribed
372 by the department, not later than thirty days after the date of such
373 change.

374 (4) In the event that a labor union no longer satisfies the criteria
375 established in subdivision (2) of this subsection, the labor union shall
376 notify the department, in a form and manner prescribed by the
377 department and not later than thirty days after such labor union no

378 longer satisfies such criteria, that such labor union no longer satisfies
379 such criteria. The department shall remove such labor union from the
380 list prepared pursuant to subdivision (1) of this subsection.

381 (c) Any provisional cannabis establishment licensee, dispensary
382 facility or producer shall, as a condition of its final license approval,
383 license conversion or approval for expanded authorization,
384 respectively, enter into a labor peace agreement with a bona fide labor
385 organization. Any such labor peace agreement shall contain a clause
386 that the parties agree that final and binding arbitration by a neutral
387 arbitrator will be the exclusive remedy for any violation of such
388 agreement.

389 (d) Notwithstanding the provisions of chapter 54, if an arbitrator
390 finds that a licensee failed to comply with an order issued by the
391 arbitrator to correct a failure to abide by such agreement, upon receipt
392 of a written copy of such finding, the department shall suspend the
393 licensee's license without further administrative proceedings or formal
394 hearing.

395 (e) A licensee or bona fide labor organization may commence a civil
396 action in the Superior Court in the judicial district where the facility
397 used in the operation of a cannabis establishment is located to enforce
398 the arbitration award or to lift the license suspension. The license shall
399 remain suspended until such time that: (1) The arbitrator notifies, or
400 both of the parties to the arbitration notify, the department that the
401 licensee is in compliance with the arbitration award; (2) both of the
402 parties to the arbitration notify the department that they have
403 satisfactorily resolved their dispute; (3) the court, after hearing, lifts the
404 suspension; or (4) the court, after hearing, orders alternative remedies,
405 which may include, but need not be limited to, ordering the
406 department to revoke the license or ordering the appointment of a
407 receiver to properly dispose of any cannabis inventory. Except as
408 provided in subsection (f) of this section, during such time that a
409 license is suspended pursuant to this section, the licensee may engage

410 in conduct necessary to maintain and secure the cannabis inventory,
411 but may not sell, transport or transfer cannabis to another cannabis
412 establishment, consumer or laboratory, unless such sale or transfer is
413 associated with a voluntary surrender of license and a cannabis
414 disposition plan approved by the commissioner.

415 (f) A producer, cultivator or micro-cultivator may sell, transport or
416 transfer cannabis to a product packager, food or beverage
417 manufacturer, product manufacturer, dispensary facility or hybrid
418 retailer for the sale of products to qualified patients or caregivers,
419 which products shall be labeled "For Medical Use Only".

420 (g) In no event shall the Labor Commissioner recognize, as part of
421 the minimum fair wage, gratuities for persons employed at a cannabis
422 establishment, dispensary facility or producer. Any cannabis
423 establishment, dispensary facility or producer who pays or agrees to
424 pay an employee less than the minimum fair wage shall be in violation
425 of section 31-60. For purposes of this subsection, "minimum fair wage"
426 has the same meaning as provided in section 31-58.

427 Sec. 8. Subdivision (1) of section 31-275 of the general statutes is
428 repealed and the following is substituted in lieu thereof (*Effective*
429 *October 1, 2026*):

430 (1) "Arising out of and in the course of his employment" means an
431 accidental injury happening to an employee or an occupational disease
432 of an employee originating while the employee has been engaged in
433 the line of the employee's duty in the business or affairs of the
434 employer upon the employer's premises, or while engaged elsewhere
435 upon the employer's business or affairs by the direction, express or
436 implied, of the employer, provided:

437 (A) (i) For a police officer or firefighter, "in the course of his
438 employment" encompasses such individual's departure from such
439 individual's place of abode to duty, such individual's duty, and the
440 return to such individual's place of abode after duty;

441 (ii) For an employee of the Department of Correction, (I) when
442 responding to a direct order to appear at such employee's assignment
443 under circumstances in which nonessential employees are excused
444 from working, or (II) following two or more mandatory overtime work
445 shifts on consecutive days, "in the course of his employment"
446 encompasses such individual's departure from such individual's place
447 of abode directly to duty, such individual's duty, and the return
448 directly to such individual's place of abode after duty;

449 (iii) For a telecommunicator, as defined in section 28-30, (I) when a
450 telecommunicator is subject to emergency calls while off duty by the
451 terms of such telecommunicator's employment, (II) when responding
452 to a direct order to appear at such telecommunicator's work
453 assignment under circumstances in which nonessential employees are
454 excused from working, or (III) following two or more mandatory
455 overtime work shifts on consecutive days, "in the course of his
456 employment" encompasses such individual's departure from such
457 individual's place of abode directly to duty, such individual's duty,
458 and the return directly to such individual's place of abode after duty;

459 (iv) For an employee of a public works department, (I) when such
460 employee is subject to emergency calls while off duty by the terms of
461 such employee's employment, (II) when responding to a direct order to
462 appear at such employee's work assignment under circumstances in
463 which nonessential employees are excused from working, or (III)
464 following two or more mandatory overtime work shifts on consecutive
465 days, "in the course of his employment" encompasses such individual's
466 departure from such individual's place of abode directly to duty, such
467 individual's duty, and the return directly to such individual's place of
468 abode after duty. For purposes of this subparagraph, "public works
469 department" means a state or municipal department responsible for
470 the construction, regulation or maintenance of all things in the nature
471 of public works and improvements;

472 ~~[(iv)]~~ (v) Notwithstanding the provisions of clauses (i) and (ii) of this

473 subparagraph, the dependents of any deceased employee of the
474 Department of Correction who was injured in the course of his
475 employment, as defined in this subparagraph, on or after July 1, 2000,
476 and who died not later than July 15, 2000, shall be paid compensation
477 on account of the death, in accordance with the provisions of section
478 31-306, retroactively to the date of the employee's death. The cost of the
479 payment shall be paid by the employer or its insurance carrier which
480 shall be reimbursed for such cost from the Second Injury Fund as
481 provided in section 31-354 upon presentation of any vouchers and
482 information that the Treasurer may require;

483 (B) A personal injury shall not be deemed to arise out of the
484 employment unless causally traceable to the employment other than
485 through weakened resistance or lowered vitality;

486 (C) In the case of an accidental injury, a disability or a death due to
487 the use of alcohol or narcotic drugs shall not be construed to be a
488 compensable injury;

489 (D) For aggravation of a preexisting disease, compensation shall be
490 allowed only for that proportion of the disability or death due to the
491 aggravation of the preexisting disease as may be reasonably attributed
492 to the injury upon which the claim is based;

493 (E) A personal injury shall not be deemed to arise out of the
494 employment if the injury is sustained: (i) At the employee's place of
495 abode, and (ii) while the employee is engaged in a preliminary act or
496 acts in preparation for work unless such act or acts are undertaken at
497 the express direction or request of the employer;

498 (F) For purposes of subparagraph (C) of this subdivision, "narcotic
499 drugs" means all controlled substances, as designated by the
500 Commissioner of Consumer Protection pursuant to subsection (c) of
501 section 21a-243, but does not include drugs prescribed in the course of
502 medical treatment or in a program of research operated under the
503 direction of a physician or pharmacologist. For purposes of

504 subparagraph (E) of this subdivision, "place of abode" includes the
505 inside of the residential structure, the garage, the common hallways,
506 stairways, driveways, walkways and the yard;

507 (G) The Workers' Compensation Commission shall adopt
508 regulations, in accordance with the provisions of chapter 54, to
509 implement the provisions of this section and shall define the terms "a
510 preliminary act", "acts in preparation for work", "departure from place
511 of abode directly to duty" and "return directly to place of abode after
512 duty" on or before January 1, 2006.

513 Sec. 9. Subsections (c) to (e), inclusive, of section 10-151 of the
514 general statutes are repealed and the following is substituted in lieu
515 thereof (*Effective July 1, 2026*):

516 (c) The contract of employment of a teacher who has not attained
517 tenure may be terminated at any time for any of the reasons
518 enumerated in subdivisions (1) to (6), inclusive, of subsection (d) of
519 this section. [~~otherwise~~] The standard of review for all such reasons
520 shall be just cause. Otherwise the contract of such teacher shall be
521 continued into the next school year unless such teacher receives
522 written notice by May first in one school year that such contract will
523 not be renewed for the following year. Upon the teacher's written
524 request, not later than three calendar days after such teacher receives
525 such notice of nonrenewal or termination, a notice of nonrenewal or
526 termination shall be supplemented not later than four calendar days
527 after receipt of the request by a statement of the reason or reasons for
528 such nonrenewal or termination. Such teacher, upon written request
529 filed with the board of education not later than ten calendar days after
530 the receipt of notice of [~~termination, or~~] nonrenewal or termination
531 shall be entitled to a hearing, except as provided in this subsection, (1)
532 before the board, or (2) if indicated in such request and if designated
533 by the board, before an impartial hearing officer chosen by the teacher
534 and the superintendent in accordance with the provisions of
535 subsection (d) of this section. Such hearing shall commence not later

536 than fifteen calendar days after receipt of such request unless the
537 parties mutually agree to an extension not to exceed fifteen calendar
538 days. The impartial hearing officer or a subcommittee of the board of
539 education, if the board of education designates a subcommittee of
540 three or more board members to conduct hearings, shall submit
541 written findings and recommendations to the board for final
542 disposition. The teacher shall have the right to appear with counsel of
543 the teacher's choice at the hearing. A teacher who has not attained
544 tenure shall not be entitled to a hearing concerning nonrenewal if the
545 reason for such nonrenewal is either elimination of position or loss of
546 position to another teacher. [The board of education shall rescind a
547 nonrenewal decision only if the board finds such decision to be
548 arbitrary and capricious.] Any such teacher whose contract is
549 terminated for the reasons enumerated in subdivisions (3) and (4) of
550 subsection (d) of this section shall have the right to appeal in
551 accordance with the provisions of subsection (e) of this section.

552 (d) The contract of employment of a teacher who has attained tenure
553 shall be continued from school year to school year, except that it may
554 be terminated at any time for one or more of the following reasons: (1)
555 Inefficiency, incompetence or ineffectiveness, provided [, if a teacher is
556 notified on or after July 1, 2014, that termination is under consideration
557 due to incompetence or ineffectiveness, the] any determination of
558 incompetence or ineffectiveness is based on evaluation of the teacher
559 using teacher evaluation guidelines established pursuant to section 10-
560 151b; (2) insubordination against reasonable rules of the board of
561 education; (3) moral misconduct; (4) disability, as shown by competent
562 medical evidence; (5) elimination of the position to which the teacher
563 was appointed or loss of a position to another teacher, if no other
564 position exists to which such teacher may be appointed if qualified,
565 provided such teacher, if qualified, shall be appointed to a position
566 held by a teacher who has not attained tenure, and provided further
567 that determination of the individual contract or contracts of
568 employment to be terminated shall be made in accordance with either

569 (A) a provision for a layoff procedure agreed upon by the board of
570 education and the exclusive employees' representative organization, or
571 (B) in the absence of such agreement, a written policy of the board of
572 education; or (6) other due and sufficient [cause] reasons. The standard
573 of review for all such reasons shall be just cause. Nothing in this
574 section or in any other section of the general statutes or of any special
575 act shall preclude a board of education from making an agreement
576 with an exclusive bargaining representative which contains a recall
577 provision. Prior to terminating a contract, the superintendent shall give
578 the teacher concerned a written notice that termination of such
579 teacher's contract is under consideration and give such teacher a
580 statement of the reasons for such consideration of termination. Not
581 later than ten calendar days after receipt of written notice by the
582 superintendent that contract termination is under consideration, such
583 teacher may file with the local or regional board of education a written
584 request for a hearing. [A board of education may designate a
585 subcommittee of three or more board members to conduct hearings
586 and submit written findings and recommendations to the board for
587 final disposition in the case of teachers whose contracts are
588 terminated.] Such hearing shall commence not later than fifteen
589 calendar days after receipt of such request, unless the parties mutually
590 agree to an extension [,] not to exceed fifteen calendar days, [(A) before
591 the board of education or a subcommittee of the board, or (B) if
592 indicated in such request or if designated by the board] before an
593 impartial hearing officer chosen by the teacher and the superintendent.
594 If the parties are unable to agree upon the choice of a hearing officer
595 not later than five calendar days after the decision to use a hearing
596 officer, the hearing officer shall be selected with the assistance of the
597 American Arbitration Association using its expedited selection process
598 and in accordance with its rules for selection of a neutral arbitrator in
599 grievance arbitration. [If the hearing officer is not selected with the
600 assistance of such association after five days, the hearing shall be held
601 before the board of education or a subcommittee of the board.] When
602 the reason for termination is incompetence or ineffectiveness, the

603 hearing shall [(i)] (A) address the question of whether the performance
604 evaluation ratings of the teacher were determined in good faith in
605 accordance with the program adopted by the local or regional board of
606 education pursuant to section 10-151b and were reasonable in light of
607 the evidence presented, and [(ii)] (B) be limited to twelve total hours of
608 evidence and testimony, with each side allowed not more than six
609 hours to present evidence and testimony except the [board,
610 subcommittee of the board or] impartial hearing officer may extend the
611 time period for evidence and testimony at the hearing when good
612 cause is shown. Not later than forty-five calendar days after receipt of
613 the request for a hearing, the [subcommittee of the board or] hearing
614 officer, unless the parties mutually agree to an extension not to exceed
615 fifteen calendar days, shall [submit written findings and a
616 recommendation to the board of education as to the disposition of the
617 charges against the teacher and shall send a copy of such findings and
618 recommendation to the teacher. The board of education shall give the
619 teacher concerned its written decision not later than fifteen calendar
620 days after receipt of the written recommendation of the subcommittee
621 or hearing officer] render to the board of education and the teacher a
622 written disposition that shall be binding on the parties. Each party
623 shall share equally the fee of the hearing officer and all other costs
624 incidental to the hearing. [If the hearing is before the board of
625 education, the board shall render its decision not later than fifteen
626 calendar days after the close of such hearing and shall send a copy of
627 its decision to the teacher.] The hearing shall be public if the teacher so
628 requests. [or the board, subcommittee or hearing officer so designates.]
629 The teacher concerned shall have the right to appear with counsel at
630 the hearing, whether public or private. [A copy of a transcript of the
631 proceedings of the hearing shall be furnished by the board of
632 education, upon written request by the teacher within fifteen days
633 after the board's decision, provided the teacher shall assume the cost of
634 any such copy.] Either party shall have the right to request a copy of
635 the transcript and shall bear the cost of any such copy. Nothing
636 [herein] contained in this section shall deprive a board of education or

637 superintendent of the power to suspend a teacher from duty
638 immediately when serious misconduct is charged without prejudice to
639 the rights of the teacher as otherwise provided in this section.

640 (e) Any teacher or board of education aggrieved by the [decision of
641 a board of education] award of the hearing officer after a hearing as
642 provided in subsection (d) of this section may [appeal therefrom, not
643 later than thirty calendar days after such decision, to the Superior
644 Court. Such appeal shall be made returnable to said court in the same
645 manner as is prescribed for civil actions brought to said court] make an
646 application to the Superior Court to confirm, vacate or modify said
647 award pursuant to sections 52-417 to 52-419, inclusive. Any such
648 [appeal] application shall be a privileged case to be heard by the court
649 as soon after the return day as is practicable. The teacher or board of
650 education shall file with the court a copy of the complete transcript of
651 the proceedings of the hearing, [and the minutes of board of education
652 meetings relating to such termination, including the vote of the board
653 on the termination,] together with such other documents, or certified
654 copies thereof, as shall constitute the record of the case. [The court,
655 upon such appeal, shall review the proceedings of such hearing. The
656 court, upon such appeal and hearing thereon, may affirm or reverse
657 the decision appealed from in accordance with subsection (j) of section
658 4-183. Costs shall not be allowed against the board of education unless
659 it appears to the court that it acted with gross negligence or in bad
660 faith or with malice in making the decision appealed from.]

661 Sec. 10. Section 31-57g of the general statutes is repealed and the
662 following is substituted in lieu thereof (*Effective October 1, 2026*):

663 (a) (1) "Assisted living services agency" has the same meaning as
664 provided in section 19a-490.

665 [(a) (1)] (2) "Awarding authority" means any person, including a
666 contractor or subcontractor, that awards or otherwise enters into a
667 contract to perform (A) food and beverage services at Bradley

668 International Airport, and (B) on and after October 1, 2026, services at a
669 covered location. "Awarding authority" does not include the federal
670 government or the state.

671 [(2)] (3) "Contractor" means any person that enters into a service
672 contract with the awarding authority and any subcontractors to such
673 service contract at any tier who employs [ten] two or more persons.

674 (4) "Covered location" includes the following locations: (A)
675 Multifamily residential building or complex with fifty or more units,
676 (B) a commercial center or complex or office building occupying more
677 than seventy-five thousand square feet, (C) municipal office building
678 or facility, (D) electric company facility, (E) natural gas company
679 facility, (F) public or private elementary, middle or high school, (G) a
680 cultural center or complex, including a museum, convention center,
681 arena or performance hall, (H) shopping mall or bank branch, (I)
682 industrial site, (J) pharmaceutical lab, (K) airport or train station, (L)
683 hospital, nursing home facility or institution operated or managed by
684 an assisted living services agency, (M) a warehouse, distribution center
685 or other facility in which the primary purpose is the storage or
686 distribution of general merchandise, refrigerated goods or other
687 products, and (N) college or university campus.

688 [(3)] (5) "Employee" means any person engaged to perform food and
689 beverage services at Bradley International Airport pursuant to a
690 service contract, but does not include a person who is (A) a
691 managerial, supervisory or confidential employee, including any
692 person who would be so defined under the federal Fair Labor
693 Standards Act, or (B) employed for less than fifteen hours per week.

694 (6) "Hospital" has the same meaning as provided in section 19a-490.

695 (7) "Nursing home facility" has the same meaning as provided in
696 section 19a-490.

697 [(4)] (8) "Person" means any individual, proprietorship, partnership,

698 joint venture, corporation, limited liability company, trust association
699 or other entity that may employ or enter into other contracts, including
700 the state and its political subdivisions.

701 [(5)] (9) "Service contract" means a contract for the performance of
702 (A) food and beverage services by an employee at Bradley
703 International Airport, let by the awarding authority [(A)] (i) after July
704 1, 2001, and before July 1, 2002, provided the successor contractor had
705 actual knowledge of the pendency in the General Assembly of
706 proposed legislation with content similar to this section, or [(B)] (ii) on
707 or after July 1, 2002, or (B) services by a service worker at a covered
708 location, let by the awarding authority on or after October 1, 2026.

709 (10) (A) "Service worker" means a person engaged to perform the
710 following services pursuant to a service contract:

711 (i) Care or maintenance services at a covered location, including
712 services performed by a security guard, front-desk worker, janitor,
713 housekeeper, maintenance employee, concierge, door attendant,
714 building superintendent, grounds maintenance worker, stationary
715 fireman, elevator operator or window cleaner;

716 (ii) Passenger-related security services, cargo and ramp services, in-
717 terminal passenger and baggage handling and cleaning services at an
718 airport;

719 (iii) Food preparation or dietary services at a private or public
720 elementary, middle or high school, college or university campus,
721 hospital, nursing home facility or institution operated or managed by
722 an assisted living services agency; and

723 (iv) Health care services at a hospital, nursing home facility or
724 institution operated or managed by an assisted living services agency;
725 and

726 (B) "Service worker" does not include a (i) managerial, supervisory

727 or confidential employee, including any person who would be so
728 defined under the federal Fair Labor Standards Act, or (ii) person
729 engaged to perform services related to a project that requires a permit
730 issued by a municipality, including a building, mechanical, plumbing,
731 structural or electrical project.

732 [(6)] (11) "Successor service contract" means a service contract with
733 the awarding authority under which substantially the same services to
734 be performed have previously been rendered to the awarding
735 authority as part of the same program or at the same facility under
736 another service contract or have previously been rendered by the
737 awarding authority's own employees or service workers.

738 [(7)] (12) "Terminated contractor" means a contractor whose service
739 contract expires without renewal or whose contract is terminated, and
740 includes the awarding authority itself when work previously rendered
741 by the awarding authority's own employees or service workers is the
742 subject of a successor service contract.

743 (b) Each contractor and awarding authority that enters into a service
744 contract to be performed at Bradley International Airport or a covered
745 location shall be subject to the following obligations:

746 (1) The awarding authority shall, not later than fifteen days prior to
747 terminating any service contract, give advance notice to a contractor
748 and the exclusive bargaining representative of any of the contractor's
749 employees or service workers, of the termination or nonrenewal of
750 such service contract and shall provide the contractor and the
751 exclusive bargaining representative with the name, telephone number
752 and address of the successor contractor or contractors, if known. The
753 terminated contractor shall, not later than three days after receipt of
754 such notice, provide the successor contractor with the name, date of
755 hire and employment occupation classification of each person
756 employed by the terminated contractor at the site or sites covered by
757 the service contract as of the date the terminated contractor receives

758 the notice of termination or nonrenewal.

759 (2) On the date the service contract terminates, the terminated
760 contractor shall provide the successor contractor with updated
761 information concerning the name, date of hire and employment
762 occupation classification of each person employed by the terminated
763 contractor at the site or sites covered by the service contract, to ensure
764 that such information is current up to the actual date of service
765 contract termination.

766 (3) If the awarding authority fails to notify the terminated contractor
767 of the identity of the successor contractor, as required by subdivision
768 (1) of this subsection, the terminated contractor shall provide the
769 information described in subdivision (2) of this subsection to the
770 awarding authority not later than three days after receiving notice that
771 the service contract will be terminated. The awarding authority shall
772 be responsible for providing such information to the successor
773 contractor as soon as the successor contractor has been selected.

774 (4) (A) [Except as provided in subparagraph (D) of this subdivision,
775 a] A successor contractor shall retain, for at least ninety days from the
776 date of first performance of services under the successor service
777 contract, all of the employees or service workers who were
778 continuously employed by the terminated contractor at the site or sites
779 covered by the service contract during the six-month period
780 immediately preceding the termination or nonrenewal of such service
781 contract, including any periods of layoff or leave with recall rights.

782 (B) [Except as provided in subparagraph (D) of this subdivision, if]
783 If the successor service contract is terminated prior to the expiration of
784 such ninety-day period, then any contractor awarded a subsequent
785 successor service contract shall be bound by the requirements set forth
786 in this subsection to retain, for a new ninety-day period commencing
787 with the onset of the subsequent successor service contract, all of the
788 employees or service workers who were previously employed by any

789 one or more of the terminated contractors at the site or sites covered by
790 the service contract continuously during the six-month period
791 immediately preceding the date of the most recently terminated
792 service contract, including any periods of layoff or leave with recall
793 rights.

794 (C) At least five days prior to the termination of a service contract,
795 or at least fifteen days prior to the commencement of the first
796 performance of service under a successor service contract, whichever is
797 later, the successor contractor shall hand-deliver a written offer of
798 employment in substantially the form set forth below to each such
799 employee or service worker in such employee's or service worker's
800 native language or any other language in which such employee or
801 service worker is fluent:

802 "IMPORTANT INFORMATION REGARDING YOUR
803 EMPLOYMENT

804 To:(Name of employee or service worker)

805 We have received information that you are employed by (name
806 of predecessor contractor) and are currently performing work at
807 (address of worksite) (name of predecessor contractor's) contract to
808 perform (describe services under contract) at (address of
809 worksite) will terminate as of (last day of predecessor contract) and
810 it will no longer be providing those services as of that date.

811 We are (name of successor contractor) and have been hired to
812 provide services similar to those of (name of predecessor contractor)
813 at (address of worksite). We are offering you a job with us for a
814 ninety-day probationary period starting (first day of successor
815 contract) to perform the same type of work that you have already been
816 doing for (name of predecessor contractor) under the following
817 terms:

818 Payrate (per hour): \$....

819 Hours per shift:

820 Total hours per week:

821 Benefits:

822 You must respond to this offer within the next ten days. If you want
823 to continue working at (address of worksite) you must let us know
824 by (no later than ten days after the date of this letter). If we do not
825 receive your response by the end of business that day, we will not hire
826 you and you will lose your job. We can be reached at (successor
827 contractor telephone number).

828 Connecticut state law gives you the following rights:

829 1. You have the right with certain exceptions, to be hired by our
830 company for the first ninety days that we begin to provide services at
831 (address of worksite).

832 2. During this ninety-day period, you cannot be fired without just
833 cause.

834 3. If you believe that you have been fired or laid off in violation of
835 this law, you have the right to sue us and be awarded back pay,
836 attorneys' fees and court costs.

837 From: (Name of successor contractor)

838 (Address of successor contractor)

839 (Telephone number of successor contractor)"

840 Each offer of employment shall state the time within which such
841 employee or service worker must accept such offer but in no case shall
842 that time be less than ten days from the date of the offer of
843 employment.

844 [(D) The provisions of subparagraphs (A) and (B) of this subdivision

845 shall not be construed to require a successor contractor to retain any
846 employee whose attendance and performance records, while working
847 under the terminated service contract, would lead a reasonably
848 prudent employer to terminate the employee.]

849 (5) If at any time a successor contractor determines that fewer
850 employees or service workers are required to perform the successor
851 service contract than were required by the terminated contractor, the
852 successor contractor shall be required to retain such employees or
853 service workers by seniority within each job classification, based upon
854 the employees' total length of service at the affected site or sites.

855 (6) During such ninety-day period, the successor contractor shall
856 maintain a preferential hiring list of employees or service workers
857 eligible for retention pursuant to subdivision (4) of this subsection,
858 who were not initially retained by the successor contractor, from
859 which the successor contractor shall hire additional employees or
860 service workers, if necessary.

861 (7) Except as provided under subdivision (5) of this subsection,
862 during such ninety-day period, the successor contractor shall not
863 discharge without just cause an employee or service worker retained
864 pursuant to this section. For purposes of this subdivision, "just cause"
865 shall be determined solely by the performance or conduct of the
866 particular employee or service worker.

867 (8) If the performance of an employee or service worker retained
868 pursuant to this section is satisfactory during the ninety-day period,
869 the successor contractor shall offer the employee or service worker
870 continued employment under the terms and conditions established by
871 the successor contractor, or as required by law.

872 (c) (1) An employee or service worker displaced or terminated in
873 violation of this section, or such employee's or service worker's
874 collective bargaining representative, may [bring an action in Superior
875 Court against the awarding authority, the terminated contractor or the

876 successor contractor, jointly or severally, to recover damages for any
877 violation of the obligations imposed under this section] file a
878 complaint with the Labor Commissioner. Upon receipt of any such
879 complaint, the commissioner shall hold a hearing. After the hearing,
880 the commissioner shall send each party a written copy of the
881 commissioner's decision.

882 (2) [If the employee prevails in such action, the court] If the
883 commissioner finds that the awarding authority, the terminated
884 contractor or the successor contractor has violated the provisions of
885 this section, the commissioner may award the employee or service
886 worker (A) back pay, including the value of benefits, for each day
887 during which the violation continues, that shall be calculated at a rate
888 of compensation not less than the higher of (i) the average regular rate
889 of pay received by the employee or service worker during the last year
890 of employment in the same job occupation classification, or, if the
891 employee or service worker has been employed for less than one year,
892 the average rate of pay for the employee's or service worker's entire
893 employment multiplied by the average number of hours worked per
894 day over the last four months of employment preceding the date of the
895 violation, or (ii) the final regular rate of pay received by the employee
896 or service worker at the date of termination multiplied by the average
897 number of hours worked per day over the last four months, [and] (B)
898 reinstatement to the employee's or service worker's former position at
899 not less than the most recent rate of compensation received by the
900 employee or service worker, including the value of any benefits, and
901 (C) compensatory damages.

902 (3) [If the employee or service worker prevails in such action, the
903 court shall award the employee reasonable attorney fees and costs.]
904 Any awarding authority, terminated contractor or successor contractor
905 found by the Labor Commissioner to have violated the provisions of
906 this section shall be liable to the Labor Department for a civil penalty
907 of five hundred dollars per employee or service worker for each day
908 the violation continues.

909 (4) Nothing in this subsection shall be construed to limit an
910 employee's or service worker's right to bring a common law cause of
911 action for wrongful termination against the awarding authority, the
912 terminated contractor or the successor contractor.

913 (5) Any party aggrieved by the decision to the commissioner may
914 appeal the decision to the Superior Court in accordance with the
915 provisions of chapter 54.

916 (d) Any awarding authority or contractor who knowingly violates
917 the provisions of this section shall pay a penalty not to exceed one
918 hundred dollars per employee or service worker for each day the
919 violation continues.

920 Sec. 11. Subsection (i) of section 3-123bbb of the 2026 supplement to
921 the general statutes is repealed and the following is substituted in lieu
922 thereof (*Effective from passage*):

923 (i) (1) A nonstate public employer that provides coverage pursuant
924 to a partnership plan to a first responder, unpaid volunteer firefighter
925 or state marshal who is killed in the line of duty shall continue to
926 provide such coverage to the survivors of such first responder, unpaid
927 volunteer firefighter or state marshal who were covered under such
928 plan at the time of such first responder's, unpaid volunteer firefighter's
929 or state marshal's death. Such coverage shall continue without break
930 for a period of one year after such first responder's, unpaid volunteer
931 firefighter's or state marshal's death, and may be renewed annually for
932 up to five years. Such nonstate public employer shall facilitate
933 continuation and renewal of such coverage. For purposes of this
934 subsection, "unpaid volunteer firefighter" has the same meaning as
935 provided in section 5-259, as amended by this act.

936 (2) A nonstate public employer that did not provide coverage
937 pursuant to a partnership plan to a first responder, unpaid volunteer
938 firefighter or state marshal who is killed in the line of duty shall apply
939 for coverage pursuant to a partnership plan for those survivors of such

940 first responder, unpaid volunteer firefighter or state marshal who were
941 receiving health care benefit coverage through a plan offered to such
942 first responder at the time of such first responder's, unpaid volunteer
943 firefighter's or state marshal's death, at the request of such survivors.
944 The Comptroller shall accept such application upon the terms and
945 conditions applicable to the partnership plan for enrollment and
946 provision of coverage to such survivors for one year. Such enrollment
947 and coverage may be renewed annually for up to five years. Such
948 nonstate public employer shall facilitate initiation and renewal of such
949 enrollment and coverage.

950 Sec. 12. Subsection (a) of section 5-259 of the 2026 supplement to the
951 general statutes is repealed and the following is substituted in lieu
952 thereof (*Effective from passage*):

953 (a) The Comptroller, with the approval of the Attorney General and
954 of the Insurance Commissioner, shall arrange and procure a group
955 hospitalization and medical and surgical insurance plan or plans for
956 (1) state employees, (2) members of the General Assembly who elect
957 coverage under such plan or plans, (3) participants in an alternate
958 retirement program who meet the service requirements of section 5-
959 162 or subsection (a) of section 5-166, (4) anyone receiving benefits
960 under section 5-144 or from any state-sponsored retirement system,
961 except the teachers' retirement system and the municipal employees
962 retirement system, (5) judges of probate and Probate Court employees,
963 (6) the surviving spouse, and any dependent children of a state police
964 officer, a member of an organized local police department, a
965 firefighter, an unpaid volunteer firefighter, a correction officer, state
966 marshal or a constable who performs criminal law enforcement duties
967 who dies before, on or after June 26, 2003, as the result of injuries
968 received while acting within the scope of such officer's, [or]
969 firefighter's, unpaid volunteer firefighter's, correction officer's, state
970 marshal's or constable's employment and not as the result of illness or
971 natural causes, and whose surviving spouse and dependent children
972 are not otherwise eligible for a group hospitalization and medical and

973 surgical insurance plan. Coverage for a dependent child pursuant to
974 this subdivision shall terminate no earlier than the end of the calendar
975 year during whichever of the following occurs first, the date on which
976 the child: Becomes covered under a group health plan through the
977 dependent's own employment; or attains the age of twenty-six, (7)
978 employees of the Capital Region Development Authority established
979 by section 32-601, (8) the surviving spouse and dependent children of
980 any employee of a municipality who dies on or after October 1, 2000,
981 as the result of injuries received while acting within the scope of such
982 employee's employment and not as the result of illness or natural
983 causes, and whose surviving spouse and dependent children are not
984 otherwise eligible for a group hospitalization and medical and surgical
985 insurance plan, and (9) state marshals. For purposes of subdivision (8)
986 of this subsection, "employee" means any regular employee or elective
987 officer receiving pay from a municipality, "municipality" means any
988 town, city, borough, school district, taxing district, fire district, district
989 department of health, probate district, housing authority, regional
990 workforce development board established under section 31-3k, as
991 amended by this act, flood commission or authority established by
992 special act or regional council of governments. For purposes of
993 subdivision (6) of this subsection, "correction officer" means an
994 individual employed by the Department of Correction as a correction
995 officer, "firefighter" means any person who is regularly employed and
996 paid by any municipality for the purpose of performing firefighting
997 duties for a municipality on average of not less than thirty-five hours
998 per week and "unpaid volunteer firefighter" means a uniformed
999 member of a fire department who performs firefighting duties for the
1000 fire department but is unpaid for performing such firefighting duties.
1001 The minimum benefits to be provided by such plan or plans shall be
1002 substantially equal in value to the benefits that each such employee or
1003 member of the General Assembly could secure in such plan or plans on
1004 an individual basis on the preceding first day of July. The state shall
1005 pay for each such employee and each member of the General
1006 Assembly covered by such plan or plans the portion of the premium

1007 charged for such member's or employee's individual coverage and
1008 seventy per cent of the additional cost of the form of coverage and
1009 such amount shall be credited to the total premiums owed by such
1010 employee or member of the General Assembly for the form of such
1011 member's or employee's coverage under such plan or plans. On and
1012 after January 1, 1989, the state shall pay for anyone receiving benefits
1013 from any such state-sponsored retirement system one hundred per
1014 cent of the portion of the premium charged for such member's or
1015 employee's individual coverage and one hundred per cent of any
1016 additional cost for the form of coverage. The balance of any premiums
1017 payable by an individual employee or by a member of the General
1018 Assembly for the form of coverage shall be deducted from the payroll
1019 by the State Comptroller. The total premiums payable shall be remitted
1020 by the Comptroller to the insurance company or companies or
1021 nonprofit organization or organizations providing the coverage. The
1022 amount of the state's contribution per employee for a health
1023 maintenance organization option shall be equal, in terms of dollars and
1024 cents, to the largest amount of the contribution per employee paid for
1025 any other option that is available to all eligible state employees
1026 included in the health benefits plan, but shall not be required to exceed
1027 the amount of the health maintenance organization premium.

1028 Sec. 13. Section 5-280 of the general statutes is repealed and the
1029 following is substituted in lieu thereof (*Effective July 1, 2026*):

1030 (a) If an exclusive representative has been designated for the
1031 employees in an appropriate collective bargaining unit, each employee
1032 in such unit who is not a member of the exclusive representative shall
1033 be required, as a condition of continued employment, to pay to such
1034 organization for the period that it is the exclusive representative, an
1035 amount equal to the regular dues, fees and assessments that a member
1036 is charged.

1037 (b) Employers and employee organizations are authorized to
1038 negotiate provisions in a collective bargaining agreement [calling for

1039 the payroll deduction] allowing for employees to elect to have a
1040 payroll deduction of employee organization dues and initiation fees
1041 and for payroll deduction of the service fee described in subsection (a)
1042 of this section.

1043 Sec. 14. Section 7-477 of the general statutes is repealed and the
1044 following is substituted in lieu thereof (*Effective July 1, 2026*):

1045 Municipal employers and employee organizations are authorized to
1046 negotiate provisions in a collective bargaining agreement [calling for
1047 the payroll deduction] allowing for employees to elect to have a
1048 payroll deduction of employee organization dues and initiation fees.

1049 Sec. 15. Section 10-153a of the general statutes is repealed and the
1050 following is substituted in lieu thereof (*Effective July 1, 2026*):

1051 (a) Members of the teaching profession shall have and shall be
1052 protected in the exercise of the right to form, join or assist, or refuse to
1053 form, join or assist, any organization for professional or economic
1054 improvement and to negotiate in good faith through representatives of
1055 their own choosing with respect to salaries, hours and other conditions
1056 of employment free from interference, restraint, coercion or
1057 discriminatory practices by any employing board of education or
1058 administrative agents or representatives thereof in derogation of the
1059 rights guaranteed by this section and sections 10-153b to 10-153n,
1060 inclusive.

1061 (b) The organization designated as the exclusive representative of a
1062 teachers' or administrators' unit shall have a duty of fair representation
1063 to the members of such unit.

1064 (c) Nothing in this section or in any other section of the general
1065 statutes shall preclude a local or regional board of education from
1066 making an agreement with an exclusive bargaining representative to
1067 require as a condition of employment that all employees in a
1068 bargaining unit pay to the exclusive bargaining representative of such

1069 employees an annual service fee, not greater than the amount of dues
1070 uniformly required of members of the exclusive bargaining
1071 representative organization, which represents the costs of collective
1072 bargaining, contract administration and grievance adjustment. [; and
1073 that such service fee be collected by means of a payroll deduction from
1074 each employee in the bargaining unit.]

1075 (d) Local and regional boards of education and organizations
1076 designated as the exclusive representative of a teachers' or
1077 administrators' unit are authorized to negotiate provisions in a
1078 collective bargaining agreement allowing for employees to elect to
1079 have a payroll deduction of employee organization dues and initiation
1080 fees and for a payroll deduction of the service fee described in
1081 subsection (c) of this section.

1082 Sec. 16. Subsection (d) of section 10a-77 of the 2026 supplement to
1083 the general statutes is repealed and the following is substituted in lieu
1084 thereof (*Effective July 1, 2026*):

1085 (d) The Board of Regents for Higher Education shall waive the
1086 payment of tuition at the Connecticut State Community College (1) for
1087 any dependent child of a person whom the armed forces of the United
1088 States has declared to be missing in action or to have been a prisoner of
1089 war while serving in such armed forces after January 1, 1960, which
1090 child has been accepted for admission to said college and is a resident
1091 of the state at the time such child is accepted for admission to said
1092 college, (2) subject to the provisions of subsection (e) of this section, for
1093 any veteran, as defined in section 27-103, who performed service in
1094 time of war, as defined in section 27-103, except that for purposes of
1095 this subsection, "service in time of war" shall not include time spent in
1096 attendance at a military service academy, which veteran has been
1097 accepted for admission to said college and is domiciled in this state at
1098 the time such veteran is accepted for admission to said college. Said
1099 board shall also waive for any such veteran the payment of any
1100 extension fees under section 10a-26 for educational extension

1101 programs, (3) for any resident of the state (A) sixty-two years of age or
1102 older, or (B) who is a resident of a nursing home, as defined in section
1103 19a-490, and has maintained residency at such nursing home for not
1104 less than thirty days, provided, at the end of the regular registration
1105 period, there are enrolled in the course a sufficient number of students
1106 other than those residents eligible for waivers pursuant to this
1107 subdivision to offer the course in which such resident intends to enroll
1108 and there is space available in such course after accommodating all
1109 such students, (4) for any student attending the Connecticut State
1110 Police Academy who is enrolled in a law enforcement program at said
1111 academy offered in coordination with the Connecticut State
1112 Community College which accredits courses taken in such program,
1113 (5) for any active member of the Connecticut Army or Air National
1114 Guard who (A) has been certified by the Adjutant General or such
1115 Adjutant General's designee as a member in good standing of the
1116 guard, and (B) is enrolled or accepted for admission to said college on
1117 a full-time or part-time basis in an undergraduate degree-granting
1118 program. Said board shall also waive for any such member the
1119 payment of any extension fees under section 10a-26 for educational
1120 extension programs, (6) for any dependent child of a (A) police officer,
1121 as defined in section 7-294a, or supernumerary or auxiliary police
1122 officer, (B) firefighter, as defined in section 7-323j, or member of a
1123 volunteer fire company, (C) municipal employee, or (D) state
1124 employee, as defined in section 5-154, killed in the line of duty, (7) for
1125 any resident of the state who is a dependent child or surviving spouse
1126 of a specified terrorist victim who was a resident of this state, (8) for
1127 any dependent child of a resident of the state who was killed in a
1128 multivehicle crash at or near the intersection of Routes 44 and 10 and
1129 Nod Road in Avon on July 29, 2005, [and] (9) for any resident of the
1130 state who is a dependent child or surviving spouse of a person who
1131 was killed in action while performing active military duty with the
1132 armed forces of the United States on or after September 11, 2001, and
1133 who was a resident of this state, (10) for any police officer, as defined
1134 in section 7-294a, who has been employed as such an officer in the state

1135 for not less than five years, (11) for any uniformed member of a paid or
1136 volunteer fire department, who, as documented by the chief of such
1137 department, has served as such a member in the state for not less than
1138 five years, and (12) for any student attending the state fire school, who
1139 is enrolled in a program at said school offered in coordination with a
1140 regional community-technical college that accredits courses taken in
1141 such program. If any person who receives a tuition waiver in
1142 accordance with the provisions of this subsection also receives
1143 educational reimbursement from an employer, such waiver shall be
1144 reduced by the amount of such educational reimbursement. Veterans
1145 and members of the National Guard described in subdivision (5) of
1146 this subsection shall be given the same status as students not receiving
1147 tuition waivers in registering for courses at the Connecticut State
1148 Community College. Notwithstanding the provisions of section 10a-30,
1149 as used in this subsection, "domiciled in this state" includes domicile
1150 for less than one year.

1151 Sec. 17. Subsection (d) of section 10a-99 of the 2026 supplement to
1152 the general statutes is repealed and the following is substituted in lieu
1153 thereof (*Effective July 1, 2026*):

1154 (d) The Board of Regents for Higher Education shall waive the
1155 payment of tuition fees for undergraduate and graduate degree
1156 programs at the Connecticut State University System (1) for any
1157 dependent child of a person whom the armed forces of the United
1158 States has declared to be missing in action or to have been a prisoner of
1159 war while serving in such armed forces after January 1, 1960, which
1160 child has been accepted for admission to such institution and is a
1161 resident of the state at the time such child is accepted for admission to
1162 such institution, (2) subject to the provisions of subsection (e) of this
1163 section, for any veteran, as defined in section 27-103, who performed
1164 service in time of war, as defined in section 27-103, except that for
1165 purposes of this subsection, "service in time of war" shall not include
1166 time spent in attendance at a military service academy, which veteran
1167 has been accepted for admission to such institution and is domiciled in

1168 this state at the time such veteran is accepted for admission to such
1169 institution. Said board shall also waive for any such veteran the
1170 payment of any extension fees under section 10a-26 for educational
1171 extension programs, (3) for any resident of the state sixty-two years of
1172 age or older who has been accepted for admission to such institution,
1173 provided (A) such resident is enrolled in a degree-granting program,
1174 or (B) at the end of the regular registration period, there are enrolled in
1175 the course a sufficient number of students other than those residents
1176 eligible for waivers pursuant to this subdivision to offer the course in
1177 which such resident intends to enroll and there is space available in
1178 such course after accommodating all such students, (4) for any student
1179 attending the Connecticut Police Academy who is enrolled in a law
1180 enforcement program at said academy offered in coordination with the
1181 university which accredits courses taken in such program, (5) for any
1182 active member of the Connecticut Army or Air National Guard who
1183 (A) has been certified by the Adjutant General or such Adjutant
1184 General's designee as a member in good standing of the guard, and (B)
1185 is enrolled or accepted for admission to such institution on a full-time
1186 or part-time basis in an undergraduate or graduate degree-granting
1187 program. Said board shall also waive for any such member the
1188 payment of any extension fees under section 10a-26 for educational
1189 extension programs, (6) for any dependent child of a (A) police officer,
1190 as defined in section 7-294a, or supernumerary or auxiliary police
1191 officer, (B) firefighter, as defined in section 7-323j, or member of a
1192 volunteer fire company, (C) municipal employee, or (D) state
1193 employee, as defined in section 5-154, killed in the line of duty, (7) for
1194 any resident of this state who is a dependent child or surviving spouse
1195 of a specified terrorist victim who was a resident of the state, (8) for
1196 any dependent child of a resident of the state who was killed in a
1197 multivehicle crash at or near the intersection of Routes 44 and 10 and
1198 Nod Road in Avon on July 29, 2005, [and] (9) for any resident of the
1199 state who is a dependent child or surviving spouse of a person who
1200 was killed in action while performing active military duty with the
1201 armed forces of the United States on or after September 11, 2001, and

1202 who was a resident of this state, (10) for any police officer, as defined
1203 in section 7-294a, who has been employed as such an officer in the state
1204 for not less than five years, (11) for any uniformed member of a paid or
1205 volunteer fire department, who, as documented by the chief of such
1206 department, has served as such a member in the state for not less than
1207 five years, and (12) for any student attending the state fire school, who
1208 is enrolled in a program at said school offered in coordination with the
1209 university that accredits courses taken in such program. If any person
1210 who receives a tuition waiver in accordance with the provisions of this
1211 subsection also receives educational reimbursement from an employer,
1212 such waiver shall be reduced by the amount of such educational
1213 reimbursement. Veterans and members of the National Guard
1214 described in subdivision (5) of this subsection shall be given the same
1215 status as students not receiving tuition waivers in registering for
1216 courses at Connecticut state universities. Notwithstanding the
1217 provisions of section 10a-30, as used in this subsection, "domiciled in
1218 this state" includes domicile for less than one year.

1219 Sec. 18. Subsection (e) of section 10a-105 of the 2026 supplement to
1220 the general statutes is repealed and the following is substituted in lieu
1221 thereof (*Effective July 1, 2026*):

1222 (e) Said board of trustees shall waive the payment of tuition fees for
1223 any undergraduate or graduate degree program at The University of
1224 Connecticut (1) for any dependent child of a person whom the armed
1225 forces of the United States has declared to be missing in action or to
1226 have been a prisoner of war while serving in such armed forces after
1227 January 1, 1960, which child has been accepted for admission to The
1228 University of Connecticut and is a resident of the state at the time such
1229 child is accepted for admission to said institution, (2) subject to the
1230 provisions of subsection (f) of this section, for any veteran, as defined
1231 in section 27-103, who performed service in time of war, as defined in
1232 section 27-103, except that for purposes of this subsection, "service in
1233 time of war" shall not include time spent in attendance at a military
1234 service academy, which veteran has been accepted for admission to

1235 said institution and is domiciled in this state at the time such veteran is
1236 accepted for admission to said institution. Said board shall also waive
1237 for any such veteran the payment of any extension fees under section
1238 10a-26 for educational extension programs, (3) for any resident of the
1239 state sixty-two years of age or older who has been accepted for
1240 admission to said institution, provided (A) such resident is enrolled in
1241 a degree-granting program, or (B) at the end of the regular registration
1242 period, there are enrolled in the course a sufficient number of students
1243 other than those residents eligible for waivers pursuant to this
1244 subdivision to offer the course in which such resident intends to enroll
1245 and there is space available in such course after accommodating all
1246 such students, (4) for any active member of the Connecticut Army or
1247 Air National Guard who (A) has been certified by the Adjutant
1248 General or such Adjutant General's designee as a member in good
1249 standing of the guard, and (B) is enrolled or accepted for admission to
1250 said institution on a full-time or part-time basis in an undergraduate or
1251 graduate degree-granting program. Said board shall also waive for any
1252 such member the payment of any extension fees under section 10a-26
1253 for educational extension programs, (5) for any dependent child of a
1254 (A) police officer, as defined in section 7-294a, or supernumerary or
1255 auxiliary police officer, (B) firefighter, as defined in section 7-323j, or
1256 member of a volunteer fire company, (C) municipal employee, or (D)
1257 state employee, as defined in section 5-154, killed in the line of duty,
1258 (6) for any resident of the state who is the dependent child or surviving
1259 spouse of a specified terrorist victim who was a resident of the state,
1260 (7) for any dependent child of a resident of the state who was killed in
1261 a multivehicle crash at or near the intersection of Routes 44 and 10 and
1262 Nod Road in Avon on July 29, 2005, [and] (8) for any resident of the
1263 state who is a dependent child or surviving spouse of a person who
1264 was killed in action while performing active military duty with the
1265 armed forces of the United States on or after September 11, 2001, and
1266 who was a resident of this state, (9) for any police officer, as defined in
1267 section 7-294a, who has been employed as such an officer in the state
1268 for not less than five years, and (10) for any uniformed member of a

1269 paid or volunteer fire department, who, as documented by the chief of
1270 such department, has served as such a member in the state for not less
1271 than five years. If any person who receives a tuition waiver in
1272 accordance with the provisions of this subsection also receives
1273 educational reimbursement from an employer, such waiver shall be
1274 reduced by the amount of such educational reimbursement. Veterans
1275 and members of the National Guard described in subdivision (4) of
1276 this subsection shall be given the same status as students not receiving
1277 tuition waivers in registering for courses at The University of
1278 Connecticut. Notwithstanding the provisions of section 10a-30, as used
1279 in this subsection, "domiciled in this state" includes domicile for less
1280 than one year.

1281 Sec. 19. (NEW) (*Effective October 1, 2026*) The Connecticut Housing
1282 Finance Authority shall develop and administer a program of
1283 mortgage assistance to police officers, as defined in section 7-294a of
1284 the general statutes, and uniformed members of paid or volunteer fire
1285 departments in the state. Such assistance shall be available to an
1286 eligible police officer or firefighter, under guidelines adopted by the
1287 authority, for the purchase of a home used as such police officer's or
1288 firefighter's principal residence in the community served by such
1289 police officer or firefighter. In making mortgage assistance available
1290 under the program, the authority may utilize down payment
1291 assistance or any other appropriate housing subsidies. The terms of
1292 any mortgage assistance may allow the mortgagee to realize a
1293 reasonable portion of any equity gain upon sale of the mortgaged
1294 property.

1295 Sec. 20. (*Effective July 1, 2026*) Not later than January 1, 2027, the
1296 Commissioner of Emergency Services and Public Protection shall
1297 consult with the Connecticut Police Chiefs Association, institutions of
1298 higher education in the state and any other entities the commissioner
1299 deems appropriate for the purpose of developing, coordinating and
1300 implementing a plan to promote the law enforcement profession. In
1301 implementing such plan, the commissioner shall use a variety of

1302 media, including social media.

1303 Sec. 21. (NEW) (*Effective from passage*) Not later than January 1, 2027,
1304 the Division of State Police within the Department of Emergency
1305 Services and Public Protection shall, in conjunction with the
1306 Department of Mental Health and Addiction Services, expand the pilot
1307 program known as the CRISIS initiative: Connecticut Recovery
1308 through Intervention, Support and Initiating Services state-wide. At
1309 minimum, such expansion shall include components of the pilot
1310 program that require training for state police officers, coordination
1311 between state police officers and mental health professionals and
1312 referrals to facilities for mental health services.

1313 Sec. 22. Section 7-459b of the general statutes is repealed and the
1314 following is substituted in lieu thereof (*Effective July 1, 2026*):

1315 (a) (1) On or after July 1, 2025, the Retirement Commission may
1316 create a deferred retirement option plan for members of a municipality
1317 participating in the Municipal Employees' Retirement Fund. Any plan
1318 created shall permit members of the Municipal Employees' Retirement
1319 Fund who are eligible for a service retirement allowance to elect
1320 participation in such plan.

1321 (2) On and after July 1, 2026, the Retirement Commission may create
1322 a deferred retirement option plan for members of a municipality that
1323 does not participate in the Municipal Employees' Retirement Fund.
1324 Any plan created shall permit members of such municipality who are
1325 eligible for a service retirement allowance to elect participation in such
1326 plan.

1327 (b) Any deferred retirement option plan created shall include a fixed
1328 period of time for member participation, not to exceed five years, and a
1329 specified rate of interest credit for member accounts. All other
1330 provisions of the deferred retirement option plan shall be as
1331 determined by the Retirement Commission, provided the structure of
1332 such plan is certified by the consulting actuary to the Municipal

1333 Employees' Retirement Fund as having no anticipated impact that
1334 would increase the contribution rates for municipalities participating
1335 in said fund. Not later than four years after the creation of such plan,
1336 the Retirement Commission shall obtain an evaluation of such plan
1337 from the consulting actuary and review and assess such evaluation to
1338 determine the cost to the fund associated with such plan. After
1339 receiving such evaluation, the Retirement Commission may
1340 discontinue such plan.

1341 Sec. 23. (NEW) (*Effective July 1, 2026*) (a) As used in this section, (1)
1342 "virtual monitoring" means remote monitoring of an individual
1343 receiving direct care services in a home or community-based setting by
1344 a third party via technology owned and operated by the individual in
1345 the individual's living quarters, (2) "employee organization" has the
1346 same meaning as provided in section 5-270 of the general statutes, (3)
1347 "state agency" means the Departments of Developmental Services and
1348 Social Services, and (4) "direct care services" means services provided
1349 in a home or community-based setting to an individual enrolled in a
1350 program administered by a state agency.

1351 (b) (1) An employee of a nonprofit organization that contracts with a
1352 state agency to deliver direct care services, (2) an employee of a
1353 contractor providing such services, or (3) the employee organization
1354 representing such employee shall be given access to any evidence
1355 derived from virtual monitoring technology used in any proposed
1356 disciplinary action against such employee, provided the state agency,
1357 the employee and the employee organization (A) treat any recordings
1358 or images obtained from the virtual monitoring technology as
1359 confidential, and (B) do not further disseminate any such recordings or
1360 images obtained from the technology to any other person except as
1361 required under law. An employee or employee organization shall
1362 return any copy of such recording or image used in such disciplinary
1363 action to the state agency or the individual who provided the copy of
1364 such recording when it is no longer needed for purposes of the
1365 employee's defense against a proposed action.

1366 Sec. 24. (NEW) (*Effective July 1, 2026*) (a) As used in this section, (1)
1367 "self-directed home care programs" means Medicaid-funded programs
1368 that allow a consumer to hire a personal care attendant, (2) "consumer"
1369 and "personal care attendant" have the same meanings as provided in
1370 section 17b-706 of the general statutes, (3) "department" means the
1371 Department of Social Services, and (4) "fiscal intermediary" means the
1372 organization that contracts with the department to provide payroll,
1373 taxes and administrative services for self-directed home care
1374 programs.

1375 (b) Except for public records exempted from disclosure under
1376 section 1-210 of the general statutes, commencing with information
1377 from the quarterly period beginning on April 1, 2024, the
1378 Commissioner of Social Services shall post quarterly reports with the
1379 following information on the department's Internet web site and, in
1380 accordance with the provisions of section 11-4a of the general statutes,
1381 file such reports with the joint standing committees of the General
1382 Assembly having cognizance of matters relating to human services and
1383 labor:

1384 (1) The most recent completed audited financial statements of the
1385 fiscal intermediary;

1386 (2) All personal care attendant timesheet reports, including, but not
1387 limited to, reports containing the (A) number of weekly consumer-
1388 approved timesheets submitted, (B) number submitted on time, (C)
1389 number resubmitted after correction, (D) number paid on time, (E)
1390 timesheet processing error rate, (F) payroll processing error rate, and
1391 (G) number and amount of penalties levied, on a monthly and weekly
1392 basis, against the fiscal intermediary for violating provisions of the
1393 contract concerning timesheets;

1394 (3) All budget, customer service telephone call center and service
1395 level agreement reports;

1396 (4) The number of and average response time to general customer

1397 service requests and the amount and number of penalties levied, on a
1398 monthly and weekly basis, against the fiscal intermediary for
1399 violations of the contract concerning response time for customer
1400 service requests; and

1401 (5) The (A) number of telephone calls, voice mail messages,
1402 electronic mail and telephonic text messages received from consumers
1403 and personal care attendants, (B) number responded to in the
1404 contractually required time period and means of response by the fiscal
1405 intermediary, and (C) number and amount of penalties levied against
1406 the fiscal intermediary, on a monthly and weekly basis, for violating
1407 provisions of the contract concerning response time to inquiries from
1408 such consumers and personal care attendants.

1409 Sec. 25. Section 29-222 of the general statutes is repealed and the
1410 following is substituted in lieu thereof (*Effective October 1, 2026*):

1411 There shall be in the Department of Administrative Services an
1412 Examining Board for Crane Operators consisting of [~~five~~] seven
1413 members who shall be residents of this state. Members shall be
1414 appointed by the Governor subject to the provisions of section 4-9a.
1415 One member shall be an employee of the department, [~~one member~~]
1416 two members shall be [~~a~~] crane [~~operator~~] operators having at least ten
1417 years of experience, [~~one member~~] two members shall represent the
1418 interests of crane owners and two members shall be public members.
1419 Members shall not be compensated for their services but shall be
1420 reimbursed for necessary expenses in the performance of their duties.
1421 A quorum of the board for the purpose of transacting business shall
1422 exist only when there is present, in person, a majority of its
1423 membership. Any member absent from (1) three consecutive meetings
1424 of the board, or (2) fifty per cent of such meetings during any calendar
1425 year shall be deemed to have resigned from the board.

1426 Sec. 26. Section 29-224b of the general statutes is repealed and the
1427 following is substituted in lieu thereof (*Effective October 1, 2026*):

1428 The commissioner or any employee of the Department of
1429 Administrative Services, while engaged in the performance of [his or
1430 her] the commissioner or such employee's duties, may (1) enter at all
1431 reasonable hours into and upon any premises in or on which a crane or
1432 hoisting equipment is located for the purpose of carrying out the
1433 provisions of this chapter and the regulations adopted thereunder, (2)
1434 require a crane operator or hoisting equipment operator to produce for
1435 verification such operator's license issued under this chapter, and (3)
1436 require a crane owner to produce for verification such owner's
1437 certificate of registration issued under this chapter.

1438 Sec. 27. (NEW) (*Effective October 1, 2026*) (a) The Commissioner of
1439 Administrative Services or an employee of the Department of
1440 Administrative Services may issue a stop work order against a crane
1441 owner, crane operator or hoisting equipment operator, if the
1442 commissioner or employee determines that such owner or operator has
1443 committed one or more of the following violations: (1) Demonstrating
1444 incompetence or negligence, (2) permitting the operation of such
1445 owner's or operator's crane in an unsafe manner, or (3) failing to
1446 comply with the provisions of section 29-223a or 29-224 of the general
1447 statutes.

1448 (b) Such stop work order shall: (1) Require the cessation of such
1449 owner's or operator's business operations at the place or premises
1450 where the violation was determined to have occurred, (2) be effective
1451 when served upon such person by posting notice of the stop work
1452 order in a conspicuous location at the place or premises subject to such
1453 stop work order, and (3) remain in effect until the commissioner (A)
1454 determines that the owner or operator has resolved the violation or
1455 violations that gave rise to the stop work order, and (B) issues an order
1456 releasing such stop work order.

1457 (c) Any crane owner, crane operator or hoisting equipment operator
1458 who has been served with a stop work order pursuant to subsection (b)
1459 of this section may request an administrative hearing to contest such

1460 stop work order. Such request shall be made in writing to the
1461 commissioner not more than ten days after such owner or operator
1462 was served with such stop work order. Such hearing shall be
1463 conducted in accordance with the provisions of chapter 54 of the
1464 general statutes.

1465 (d) The commissioner shall notify the Examining Board for Crane
1466 Operators established under section 29-222 of the general statutes, as
1467 amended by this act, of each stop work order issued pursuant to
1468 subsection (a) of this section and any violation of such a stop work
1469 order.

1470 (e) The commissioner shall adopt regulations, in accordance with
1471 the provisions of chapter 54 of the general statutes, to carry out the
1472 purposes of this section.

1473 Sec. 28. Section 29-225 of the general statutes is repealed and the
1474 following is substituted in lieu thereof (*Effective October 1, 2026*):

1475 (a) The board may suspend or revoke a crane operator's license, a
1476 hoisting equipment operator's license or an apprentice's certificate
1477 after notice and hearing upon a finding that the holder has
1478 demonstrated incompetence or has been guilty of negligence in the
1479 performance of [his or her] such holder's work.

1480 (b) The board may suspend or revoke a crane owner's registration
1481 after notice and hearing upon a finding that the holder has failed to
1482 properly maintain [his or her] such holder's crane or has permitted the
1483 operation of [his or her] such holder's crane in an unsafe manner.

1484 (c) (1) The board may impose a civil penalty of not more than [three]
1485 five thousand dollars on any crane or hoisting equipment owner or
1486 operator who violates any provision of this chapter or any regulations
1487 adopted thereunder.

1488 (2) A civil penalty imposed under this subsection may include, but

1489 need not be limited to, a fine of not more than one thousand dollars
1490 per violation per day imposed on any crane owner, crane operator or
1491 hoisting equipment operator who operates, or allows the operation of,
1492 such owner's or operator's crane or hoisting equipment without a valid
1493 license or certificate of registration, as applicable, issued under this
1494 chapter.

1495 (3) If the board determines that a crane owner, crane operator or
1496 hoisting equipment operator violated a stop work order issued
1497 pursuant to section 27 of this act, the board shall impose a fine of five
1498 thousand dollars.

1499 (4) Any fine imposed on a crane owner, crane operator or hoisting
1500 equipment operator pursuant to subdivision (2) or (3) of this
1501 subsection shall be deposited in the investigations and inspections
1502 account established pursuant to section 29 of this act.

1503 (d) The board shall not renew a license or registration of any crane
1504 or hoisting equipment owner or operator who has an unpaid civil
1505 penalty until such time as such penalty is paid in full.

1506 Sec. 29. (NEW) (*Effective October 1, 2026*) There is established an
1507 account to be known as the "investigations and inspections account",
1508 which shall be a separate, nonlapsing account. The account shall
1509 contain any moneys required by law to be deposited in the account.
1510 Moneys in the account shall be expended by the Commissioner of
1511 Administrative Services for the purposes of investigations and
1512 inspections conducted pursuant to section 29-224b of the general
1513 statutes, as amended by this act.

1514 Sec. 30. Section 10-285a of the 2026 supplement to the general
1515 statutes is amended by adding subsection (m) as follows (*Effective July*
1516 *1, 2026*):

1517 (NEW) (m) The percentage determined pursuant to this section for a
1518 school building project grant for the expansion, alteration or

1519 renovation of an existing public school building for a technical
1520 education space shall be increased by ten percentage points.

1521 Sec. 31. (*Effective July 1, 2026*) Not later than July 1, 2027, each
1522 regional educational service center and the executive director of the
1523 Technical Education and Career System shall, in consultation with the
1524 Department of Education, conduct a survey of high school work-based
1525 learning programs provided in the region served by each regional
1526 education service center and offered by the Technical Education and
1527 Career System for the purpose of identifying the need for enhanced or
1528 new work-based learning programs to be provided by the regional
1529 education service center and Technical Education and Career System.
1530 Such survey shall include, but need not be limited to, (1) an inventory
1531 of work-based learning programs offered by a local or regional board
1532 of education and the Technical Education and Career System, (2) the
1533 number of students enrolled in such work-based learning programs
1534 offered by a local or regional board of education and the Technical
1535 Education and Career System, and (3) the total cost incurred by each
1536 school district and the Technical Education and Career System for each
1537 such work-based learning program. Each regional educational service
1538 center shall develop and maintain its own survey procedure and may
1539 conduct subsequent surveys as necessary.

1540 Sec. 32. (*Effective from passage*) (a) Not later than January 1, 2027, the
1541 Commissioner of Education shall, in consultation with the Office of
1542 Workforce Strategy, establish a two-year pilot program to provide
1543 educator externships for certified educators in order to allow such
1544 educators to participate in experiential learning with private sector
1545 employers for the purpose of aligning classroom instruction with
1546 current industry standards and workforce needs. In developing such
1547 program, the commissioner shall (1) establish criteria for identifying
1548 and screening employers for participation, (2) establish criteria for
1549 matching educators with externships based on subject matter
1550 relevance, (3) develop a curriculum that ensures incorporation of
1551 learned skills in the educator's future lesson plans, (4) establish

1552 eligibility for stipends for completion of an externship through such
1553 program by an educator, and (5) establish eligibility for grants for
1554 employers that participate in such program. The commissioner may
1555 contract with nongovernmental entities, including, but not limited to,
1556 nonprofit organizations, to carry out the provisions of this section.

1557 (b) For the school years commencing July 1, 2027, and July 1, 2028,
1558 the commissioner shall prioritize placement in such externship
1559 program established pursuant to subsection (a) of this section to
1560 educators (1) employed in an alliance district, as defined in section 10-
1561 262u of the general statutes, or (2) who teach a topic related to science,
1562 technology, engineering and mathematics, manufacturing or health
1563 care.

1564 Sec. 33. Section 31-3k of the general statutes is repealed and the
1565 following is substituted in lieu thereof (*Effective October 1, 2026*):

1566 (a) There is established within the Labor Department a regional
1567 workforce development board for each workforce development region
1568 in the state.

1569 (b) Each board, within its region, in accordance with the
1570 Connecticut workforce development plan approved by the Governor
1571 and developed by the Governor's Workforce Council pursuant section
1572 31-11p, the state workforce strategy approved by the Governor and
1573 developed by the Chief Workforce Officer pursuant to section 4-124w,
1574 any guidance issued by the Chief Workforce Officer pursuant to
1575 section 4-124w and any guidance issued by the Labor Commissioner,
1576 shall:

1577 (1) (A) Assess the needs and priorities for investing in the
1578 development of human resources within the region and shall
1579 coordinate a broad range of employment, education, training and
1580 related services that shall be focused on client-centered, lifelong
1581 learning, (B) be responsive to the needs of local business, industry, the
1582 region, its municipalities and its residents, and (C) be the lead agency

1583 for any local workforce development initiative.

1584 (2) Within existing resources and consistent with the state
1585 employment and training information system (A) assess regional
1586 needs and identify regional priorities for employment and training
1587 programs, including, but not limited to, an assessment of the special
1588 employment needs of unskilled and low-skilled unemployed persons,
1589 including persons receiving state-administered general assistance or
1590 short-term unemployment assistance, (B) conduct planning for
1591 regional employment and training programs, (C) coordinate such
1592 programs to ensure that the programs respond to the needs of labor,
1593 business and industry, municipalities within the region, the region as a
1594 whole, and all of its citizens, (D) serve as a clearinghouse for
1595 information on all employment and training programs in the region,
1596 (E) review grant proposals and plans submitted to state agencies for
1597 employment and training programs that directly affect the region and
1598 inform the Governor's Workforce Council and each state agency
1599 concerned of the results of the review, (F) ensure the effective use of
1600 available employment and training resources in the region, and (G)
1601 allocate funds where applicable for program operations in the region.

1602 (3) Provide information to the commissioner, Chief Workforce
1603 Officer or Governor's Workforce Council that the commissioner, Chief
1604 Workforce Officer or Governor's Workforce Council deems essential
1605 for effective state planning.

1606 (4) Carry out the duties and responsibilities of the local workforce
1607 development board for purposes of the Workforce Innovation and
1608 Opportunity Act.

1609 (c) Each board shall make use of grants or contracts with
1610 appropriate service providers to furnish all program services under
1611 sections 31-3j to 31-3o, inclusive, and 31-3r, unless the Governor's
1612 Workforce Council concurs with the board that direct provision of a
1613 service by the board is necessary to assure adequate availability of the

1614 service or that a service of comparable quality can be provided more
1615 economically by the board. Any board seeking to provide services
1616 directly shall submit to the commissioner, the Chief Workforce Officer
1617 and the Governor's Workforce Council a plan of service and
1618 appropriate justification for the need to provide services directly. Such
1619 plan of service shall be subject to review and approval by the
1620 Governor's Workforce Council.

1621 (d) On October 1, 2021, and annually thereafter, each board shall
1622 submit in accordance with the Workforce Innovation and Opportunity
1623 Act, data and comprehensive performance measures detailing the
1624 results of any education, employment or job training program or
1625 activity funded by moneys allocated to the board, including, but not
1626 limited to, programs and activities specified in said act. The Labor
1627 Commissioner and the Chief Workforce Officer may require the
1628 submission of additional data and performance measures through
1629 guidance jointly by said commissioner and officer.

1630 (e) Each board shall appoint a regional workforce navigator to
1631 support work-based learning program development in each workforce
1632 development region. Each regional workforce navigator shall be
1633 responsible for: (1) Assessing students' needs related to work-based
1634 learning, (2) developing and administering professional development
1635 events, and (3) developing and administering work-based learning
1636 experiences.

1637 Sec. 34. (*Effective from passage*) The Department of Education shall
1638 study the effectiveness and benefits of co-instruction models of
1639 teaching utilized by local charter schools, including, but not limited to,
1640 co-instruction models that allows individuals without a professional
1641 certification under chapter 166 of the general statutes to teach
1642 alongside a certified teacher. Not later than January 1, 2027, the
1643 department shall report the results of such study to the joint standing
1644 committee of the General Assembly having cognizance of matters
1645 relating to education, in accordance with the provisions of section 11-

1646 4a of the general statutes.

1647 Sec. 35. Section 46a-60 of the 2026 supplement to the general statutes
1648 is repealed and the following is substituted in lieu thereof (*Effective*
1649 *October 1, 2026*):

1650 (a) As used in this section:

1651 (1) "Pregnancy" means pregnancy, childbirth or a related condition,
1652 including, but not limited to, lactation;

1653 (2) "Reasonable accommodation" means, but is not limited to, being
1654 permitted to sit while working, more frequent or longer breaks,
1655 periodic rest, assistance with manual labor, job restructuring, light
1656 duty assignments, modified work schedules, temporary transfers to
1657 less strenuous or hazardous work, time off to recover from childbirth
1658 or break time and appropriate facilities for expressing breast milk; and

1659 (3) "Undue hardship" means an action requiring significant
1660 difficulty or expense when considered in light of factors such as (A) the
1661 nature and cost of the accommodation; (B) the overall financial
1662 resources of the employer; (C) the overall size of the business of the
1663 employer with respect to the number of employees, and the number,
1664 type and location of its facilities; and (D) the effect on expenses and
1665 resources or the impact otherwise of such accommodation upon the
1666 operation of the employer.

1667 (b) It shall be a discriminatory practice in violation of this section:

1668 (1) For an employer, by the employer or the employer's agent,
1669 except in the case of a bona fide occupational qualification or need, to
1670 refuse to hire or employ or to bar or to discharge from employment
1671 any individual or to discriminate against any individual in
1672 compensation or in terms, conditions or privileges of employment
1673 because of the individual's race, color, religious creed, age, sex, gender
1674 identity or expression, marital status, national origin, ancestry, present

1675 or past history of mental disability, intellectual disability, learning
1676 disability, physical disability, including, but not limited to, blindness,
1677 status as a veteran, status as a victim of domestic violence, status as a
1678 victim of sexual assault or status as a victim of trafficking in persons;

1679 (2) For any employment agency, except in the case of a bona fide
1680 occupational qualification or need, to fail or refuse to classify properly
1681 or refer for employment or otherwise to discriminate against any
1682 individual because of such individual's race, color, religious creed, age,
1683 sex, gender identity or expression, marital status, national origin,
1684 ancestry, present or past history of mental disability, intellectual
1685 disability, learning disability, physical disability, including, but not
1686 limited to, blindness, status as a veteran, status as a victim of domestic
1687 violence, status as a victim of sexual assault or status as a victim of
1688 trafficking in persons;

1689 (3) For a labor organization, because of the race, color, religious
1690 creed, age, sex, gender identity or expression, marital status, national
1691 origin, ancestry, present or past history of mental disability,
1692 intellectual disability, learning disability, physical disability, including,
1693 but not limited to, blindness, status as a veteran, status as a victim of
1694 domestic violence, status as a victim of sexual assault or status as a
1695 victim of trafficking in persons of any individual to exclude from full
1696 membership rights or to expel from its membership such individual or
1697 to discriminate in any way against any of its members or against any
1698 employer or any individual employed by an employer, unless such
1699 action is based on a bona fide occupational qualification;

1700 (4) For any person, employer, labor organization or employment
1701 agency to discharge, expel or otherwise discriminate against any
1702 person because such person has opposed any discriminatory
1703 employment practice or because such person has filed a complaint or
1704 testified or assisted in any proceeding under section 46a-82, 46a-83 or
1705 46a-84;

1706 (5) For any person, whether an employer or an employee or not, to
1707 aid, abet, incite, compel or coerce the doing of any act declared to be a
1708 discriminatory employment practice or to attempt to do so;

1709 (6) For any person, employer, employment agency or labor
1710 organization, except in the case of a bona fide occupational
1711 qualification or need, to advertise employment opportunities in such a
1712 manner as to restrict such employment so as to discriminate against
1713 individuals because of their race, color, religious creed, age, sex,
1714 gender identity or expression, marital status, national origin, ancestry,
1715 present or past history of mental disability, intellectual disability,
1716 learning disability, physical disability, including, but not limited to,
1717 blindness, status as a veteran, status as a victim of domestic violence,
1718 status as a victim of sexual assault or status as a victim of trafficking in
1719 persons;

1720 (7) For an employer, by the employer or the employer's agent: (A)
1721 To terminate a woman's employment because of her pregnancy; (B) to
1722 refuse to grant to that employee a reasonable leave of absence for
1723 disability resulting from her pregnancy; (C) to deny to that employee,
1724 who is disabled as a result of pregnancy, any compensation to which
1725 she is entitled as a result of the accumulation of disability or leave
1726 benefits accrued pursuant to plans maintained by the employer; (D) to
1727 fail or refuse to reinstate the employee to her original job or to an
1728 equivalent position with equivalent pay and accumulated seniority,
1729 retirement, fringe benefits and other service credits upon her
1730 signifying her intent to return unless, in the case of a private employer,
1731 the employer's circumstances have so changed as to make it impossible
1732 or unreasonable to do so; (E) to limit, segregate or classify the
1733 employee in a way that would deprive her of employment
1734 opportunities due to her pregnancy; (F) to discriminate against an
1735 employee or person seeking employment on the basis of her
1736 pregnancy in the terms or conditions of her employment; (G) to fail or
1737 refuse to make a reasonable accommodation for an employee or person
1738 seeking employment due to her pregnancy or condition related to

1739 menopause, unless the employer can demonstrate that such
1740 accommodation would impose an undue hardship on such employer;
1741 (H) to deny employment opportunities to an employee or person
1742 seeking employment if such denial is due to the employee's request for
1743 a reasonable accommodation due to her pregnancy or condition
1744 related to menopause; (I) to force an employee or person seeking
1745 employment affected by pregnancy or condition related to menopause
1746 to accept a reasonable accommodation if such employee or person
1747 seeking employment (i) does not have a known limitation related to
1748 her pregnancy or condition related to menopause, or (ii) does not
1749 require a reasonable accommodation to perform the essential duties
1750 related to her employment; (J) to require an employee to take a leave of
1751 absence if a reasonable accommodation can be provided in lieu of such
1752 leave; and (K) to retaliate against an employee in the terms, conditions
1753 or privileges of her employment based upon such employee's request
1754 for a reasonable accommodation;

1755 (8) For an employer, by the employer or the employer's agent, for an
1756 employment agency, by itself or its agent, or for any labor
1757 organization, by itself or its agent, to harass any employee, person
1758 seeking employment or member on the basis of sex or gender identity
1759 or expression. If an employer takes immediate corrective action in
1760 response to an employee's claim of sexual harassment, such corrective
1761 action shall not modify the conditions of employment of the employee
1762 making the claim of sexual harassment unless such employee agrees,
1763 in writing, to any modification in the conditions of employment.
1764 "Corrective action" taken by an employer, includes, but is not limited
1765 to, employee relocation, assigning an employee to a different work
1766 schedule or other substantive changes to an employee's terms and
1767 conditions of employment. Notwithstanding an employer's failure to
1768 obtain a written agreement from an employee concerning a
1769 modification in the conditions of employment, the commission may
1770 find that corrective action taken by an employer was reasonable and
1771 not of detriment to the complainant based on the evidence presented

1772 to the commission by the complainant and respondent. As used in this
1773 subdivision, "sexual harassment" means any unwelcome sexual
1774 advances or requests for sexual favors or any conduct of a sexual
1775 nature when (A) submission to such conduct is made either explicitly
1776 or implicitly a term or condition of an individual's employment, (B)
1777 submission to or rejection of such conduct by an individual is used as
1778 the basis for employment decisions affecting such individual, or (C)
1779 such conduct has the purpose or effect of substantially interfering with
1780 an individual's work performance or creating an intimidating, hostile
1781 or offensive working environment;

1782 (9) For an employer, by the employer or the employer's agent, for an
1783 employment agency, by itself or its agent, or for any labor
1784 organization, by itself or its agent, to request or require information
1785 from an employee, person seeking employment or member relating to
1786 the individual's child-bearing age or plans, pregnancy, function of the
1787 individual's reproductive system, use of birth control methods, or the
1788 individual's familial responsibilities, unless such information is
1789 directly related to a bona fide occupational qualification or need,
1790 provided an employer, through a physician may request from an
1791 employee any such information which is directly related to workplace
1792 exposure to substances which may cause birth defects or constitute a
1793 hazard to an individual's reproductive system or to a fetus if the
1794 employer first informs the employee of the hazards involved in
1795 exposure to such substances;

1796 (10) For an employer, by the employer or the employer's agent, after
1797 informing an employee, pursuant to subdivision (9) of this subsection,
1798 of a workplace exposure to substances which may cause birth defects
1799 or constitute a hazard to an employee's reproductive system or to a
1800 fetus, to fail or refuse, upon the employee's request, to take reasonable
1801 measures to protect the employee from the exposure or hazard
1802 identified, or to fail or refuse to inform the employee that the measures
1803 taken may be the subject of a complaint filed under the provisions of
1804 this chapter. Nothing in this subdivision is intended to prohibit an

1805 employer from taking reasonable measures to protect an employee
1806 from exposure to such substances. For the purpose of this subdivision,
1807 "reasonable measures" are those measures which are consistent with
1808 business necessity and are least disruptive of the terms and conditions
1809 of the employee's employment;

1810 (11) For an employer, by the employer or the employer's agent, for
1811 an employment agency, by itself or its agent, or for any labor
1812 organization, by itself or its agent: (A) To request or require genetic
1813 information from an employee, person seeking employment or
1814 member, or (B) to discharge, expel or otherwise discriminate against
1815 any person on the basis of genetic information. For the purpose of this
1816 subdivision, "genetic information" means the information about genes,
1817 gene products or inherited characteristics that may derive from an
1818 individual or a family member;

1819 (12) For an employer, by the employer or the employer's agent, to
1820 request or require a prospective employee's age, date of birth, dates of
1821 attendance at or date of graduation from an educational institution on
1822 an initial employment application, provided the provisions of this
1823 subdivision shall not apply to any employer requesting or requiring
1824 such information (A) based on a bona fide occupational qualification
1825 or need, or (B) when such information is required to comply with any
1826 provision of state or federal law; and

1827 (13) (A) For an employer or the employer's agent to deny an
1828 employee a reasonable leave of absence in order to: (i) Seek attention
1829 for injuries caused by domestic violence, sexual assault or trafficking in
1830 persons, including for a child who is a victim of domestic violence,
1831 sexual assault or trafficking in persons, provided the employee is not
1832 the perpetrator of any act of domestic violence, sexual assault or
1833 trafficking in persons committed against a child; (ii) obtain services
1834 including safety planning from a domestic violence agency or rape
1835 crisis center, as those terms are defined in section 52-146k, as a result of
1836 domestic violence, sexual assault or trafficking in persons; (iii) obtain

1837 psychological counseling related to an incident or incidents of
1838 domestic violence, sexual assault or trafficking in persons, including
1839 for a child who is a victim of domestic violence, sexual assault or
1840 trafficking in persons, provided the employee is not the perpetrator of
1841 any act of domestic violence, sexual assault or trafficking in persons
1842 committed against a child; (iv) take other actions to increase safety
1843 from future incidents of domestic violence, sexual assault or trafficking
1844 in persons, including temporary or permanent relocation; or (v) obtain
1845 legal services, assisting in the prosecution of the offense, or otherwise
1846 participate in legal proceedings in relation to the incident or incidents
1847 of domestic violence, sexual assault or trafficking in persons.

1848 (B) An employee who is absent from work in accordance with the
1849 provisions of subparagraph (A) of this subdivision shall, within a
1850 reasonable time after the absence, provide a certification to the
1851 employer when requested by the employer. Such certification shall be
1852 in the form of: (i) A police report indicating that the employee or the
1853 employee's child was a victim of domestic violence, sexual assault or
1854 trafficking in persons; (ii) a court order protecting or separating the
1855 employee or employee's child from the perpetrator of an act of
1856 domestic violence, sexual assault or trafficking in persons; (iii) other
1857 evidence from the court or prosecuting attorney that the employee
1858 appeared in court; or (iv) documentation from a medical professional,
1859 including a domestic violence counselor or sexual assault counselor, as
1860 those terms are defined in section 52-146k, or other health care
1861 provider, that the employee or the employee's child was receiving
1862 services, counseling or treatment for physical or mental injuries or
1863 abuse resulting in victimization from an act of domestic violence,
1864 sexual assault or trafficking in persons.

1865 (C) Where an employee has a physical or mental disability resulting
1866 from an incident or series of incidents of domestic violence, sexual
1867 assault or trafficking in persons, such employee shall be treated in the
1868 same manner as an employee with any other disability.

1869 (D) To the extent permitted by law, employers shall maintain the
1870 confidentiality of any information regarding an employee's status as a
1871 victim of domestic violence, sexual assault or trafficking in persons.

1872 (c) (1) The provisions of this section concerning age shall not apply
1873 to: (A) The termination of employment of any person with a contract of
1874 unlimited tenure at an independent institution of higher education
1875 who is mandatorily retired, on or before July 1, 1993, after having
1876 attained the age of seventy; (B) the termination of employment of any
1877 person who has attained the age of sixty-five and who, for the two
1878 years immediately preceding such termination, is employed in a bona
1879 fide executive or a high policy-making position, if such person is
1880 entitled to an immediate nonforfeitable annual retirement benefit
1881 under a pension, profit-sharing, savings or deferred compensation
1882 plan, or any combination of such plans, from such person's employer,
1883 which equals, in aggregate, at least forty-four thousand dollars; (C) the
1884 termination of employment of persons in occupations, including police
1885 work and fire-fighting, in which age is a bona fide occupational
1886 qualification; (D) the operation of any bona fide apprenticeship system
1887 or plan; or (E) the observance of the terms of a bona fide seniority
1888 system or any bona fide employee benefit plan for retirement, pensions
1889 or insurance which is not adopted for the purpose of evading said
1890 provisions, except that no such plan may excuse the failure to hire any
1891 individual and no such system or plan may require or permit the
1892 termination of employment on the basis of age. No such plan which
1893 covers less than twenty employees may reduce the group hospital,
1894 surgical or medical insurance coverage provided under the plan to any
1895 employee who has reached the age of sixty-five and is eligible for
1896 Medicare benefits or any employee's spouse who has reached age
1897 sixty-five and is eligible for Medicare benefits except to the extent such
1898 coverage is provided by Medicare. The terms of any such plan which
1899 covers twenty or more employees shall entitle any employee who has
1900 attained the age of sixty-five and any employee's spouse who has
1901 attained the age of sixty-five to group hospital, surgical or medical

1902 insurance coverage under the same conditions as any covered
1903 employee or spouse who is under the age of sixty-five.

1904 (2) No employee retirement or pension plan may exclude any
1905 employee from membership in such plan or cease or reduce the
1906 employee's benefit accruals or allocations under such plan on the basis
1907 of age. The provisions of this subdivision shall be applicable to plan
1908 years beginning on or after January 1, 1988, except that for any
1909 collectively bargained plan this subdivision shall be applicable on the
1910 earlier of (A) January 1, 1990, or (B) the later of (i) the expiration date
1911 of the collective bargaining agreement, or (ii) January 1, 1988.

1912 (3) The provisions of this section concerning age shall not prohibit
1913 an employer from requiring medical examinations for employees for
1914 the purpose of determining such employees' physical qualification for
1915 continued employment.

1916 (4) Any employee who continues employment beyond the normal
1917 retirement age in the applicable retirement or pension plan shall give
1918 notice of intent to retire, in writing, to such employee's employer not
1919 less than thirty days prior to the date of such retirement.

1920 (d) (1) An employer shall provide written notice of the right to be
1921 free from discrimination in relation to pregnancy, childbirth,
1922 menopause and related conditions, including the right to a reasonable
1923 accommodation to the known limitations related to pregnancy or
1924 condition related to menopause pursuant to subdivision (7) of
1925 subsection (b) of this section to: (A) New employees at the
1926 commencement of employment; (B) existing employees within one
1927 hundred twenty days of October 1, 2017; and (C) any employee who
1928 notifies the employer of her pregnancy or condition related to
1929 menopause within ten days of such notification. An employer may
1930 comply with the provisions of this section by displaying a poster in a
1931 conspicuous place, accessible to employees, at the employer's place of
1932 business that contains the information required by this section in both

1933 English and Spanish. The Labor Commissioner may adopt regulations,
1934 in accordance with chapter 54, to establish additional requirements
1935 concerning the means by which employers shall provide such notice.

1936 (2) The Commission on Human Rights and Opportunities shall
1937 develop courses of instruction and conduct ongoing public education
1938 efforts as necessary to inform employers, employees, employment
1939 agencies and persons seeking employment about their rights and
1940 responsibilities under this section.

1941 Sec. 36. Subsection (a) of section 46a-56 of the 2026 supplement to
1942 the general statutes is repealed and the following is substituted in lieu
1943 thereof (*Effective October 1, 2026*):

1944 (a) The commission shall:

1945 (1) Investigate the possibilities of affording equal opportunity of
1946 profitable employment to all persons, with particular reference to job
1947 training and placement;

1948 (2) Compile facts concerning discrimination in employment,
1949 violations of civil liberties and other related matters;

1950 (3) Investigate and proceed in all cases of discriminatory practices
1951 under this chapter and noncompliance with the provisions of section
1952 4a-60, or sections 46a-68c to 46a-68f, inclusive, provided, the
1953 commission, whenever it has reason to believe that a person who is a
1954 party to a discriminatory practice case has engaged or is engaged in
1955 conduct that constitutes a violation of part VI, of chapter 952, may refer
1956 such matter to the Office of the Chief State's Attorney and said office
1957 shall conduct a further investigation as deemed necessary;

1958 (4) From time to time, but not less than once a year, report to the
1959 Governor as provided in section 4-60, making recommendations for
1960 the removal of such injustices as it may find to exist and such other
1961 recommendations as it deems advisable and describing the

1962 investigations, proceedings and hearings it has conducted and their
1963 outcome, the decisions it has rendered and the other work it has
1964 performed;

1965 (5) Monitor state contracts to determine whether they are in
1966 compliance with section 4a-60, and those provisions of the general
1967 statutes which prohibit discrimination;

1968 (6) Compile data concerning state contracts with female and
1969 minority business enterprises and submit a report annually to the
1970 General Assembly concerning the employment of such business
1971 enterprises as contractors and subcontractors;

1972 (7) Develop and include on the commission's Internet web site a link
1973 concerning the illegality of sexual harassment, as defined in section
1974 46a-60, as amended by this act, and the remedies available to victims of
1975 sexual harassment;

1976 (8) Develop and make available at no cost to employers an online
1977 training and education video or other interactive method of training
1978 and education that fulfills the requirements prescribed in subdivision
1979 (15) of section 46a-54;

1980 (9) Develop, in conjunction with organizations that advocate on
1981 behalf of victims of domestic violence, and include on the
1982 commission's Internet web site a link concerning domestic violence
1983 and the resources available to victims of domestic violence; [and]

1984 (10) Develop, in conjunction with organizations that advocate on
1985 behalf of victims of domestic violence, and make available at no cost to
1986 each state agency an online training and education video or other
1987 interactive method of training and education that fulfills the
1988 requirements prescribed in subdivision (19) of section 46a-54;

1989 (11) Develop, in conjunction with organizations that advocate on
1990 behalf of persons with menopause or related medical conditions, a

1991 model workplace policy regarding reasonable accommodations for
1992 menopause or related medical conditions and include such model
1993 workplace policy on the commission's Internet web site; and

1994 (12) Develop, in conjunction with organizations that advocate on
1995 behalf of persons with menopause or related medical conditions,
1996 education materials concerning menopause and related medical
1997 conditions and include such education materials on the commission's
1998 Internet web site.

1999 Sec. 37. Section 31-40w of the general statutes is repealed and the
2000 following is substituted in lieu thereof (*Effective October 1, 2026*):

2001 (a) [Any employee may, at her discretion,] An employer shall
2002 provide a reasonable break time for an employee to express breast
2003 milk for such employee's nursing child or breastfeed on site at [her]
2004 such employee's workplace [during her meal or break period] each
2005 time such employee has the need to express breast milk or breastfeed.

2006 (b) An employer shall make reasonable efforts to provide a room or
2007 other location, in close proximity to the work area, other than a toilet
2008 stall, where the employee can express [her] such employee's milk in
2009 private, and provided there is no undue hardship, such room or other
2010 location shall (1) be free from intrusion and shielded from the public
2011 while such employee expresses breast milk, (2) include or be situated
2012 near a refrigerator or employee-provided portable cold storage device
2013 in which the employee can store [her] such employee's breast milk,
2014 and (3) include access to an electrical outlet.

2015 (c) An employer shall not discriminate against, discipline or take
2016 any adverse employment action against any employee because such
2017 employee has elected to exercise [her] such employee's rights under
2018 subsection (a) of this section.

2019 (d) As used in this section, "employer" means a person engaged in
2020 business who has one or more employees, including the state and any

2021 political subdivision of the state; "employee" means any person
2022 engaged in service to an employer in the business of the employer;
2023 "reasonable efforts" means any effort that would not impose an undue
2024 hardship on the operation of the employer's business; and "undue
2025 hardship" means any action that requires significant difficulty or
2026 expense when considered in relation to factors such as the size of the
2027 business, its financial resources and the nature and structure of its
2028 operation.

2029 Sec. 38. (NEW) (*Effective October 1, 2026*) When an employer's place
2030 of business is closed due to inclement weather, an employer may, if
2031 applicable, require an employee to work remotely. If remote work is
2032 not feasible or an employee cannot perform such employee's duties
2033 remotely, an employee shall receive such employee's full wages for
2034 any shift that was cancelled due to such closure of the employer's place
2035 of business. No employer shall require an employee to use any sick
2036 leave, vacation time, personal leave days or other accrued leave when
2037 a work shift is cancelled due to inclement weather.

2038 Sec. 39. (NEW) (*Effective from passage*) The State Fire Administrator
2039 shall establish and administer a grant program for the purposes of
2040 providing grants-in-aid to junior firefighter programs run by volunteer
2041 fire departments. The State Fire Administrator shall post in a
2042 conspicuous place on the Division of Fire Services within the
2043 Department of Emergency Services and Public Protection's Internet
2044 web site a description of the grant program, including, but not limited
2045 to, eligibility criteria and the application process for the program. A
2046 junior firefighter program shall apply for such grants on such forms
2047 and in such manner as determined by the State Fire Administrator.

2048 Sec. 40. (*Effective July 1, 2026*) The sum of fifty thousand dollars is
2049 appropriated to the Division of Fire Services within the Department of
2050 Emergency Services and Public Protection from the General Fund, for
2051 the fiscal year ending June 30, 2027, for the grant program established
2052 pursuant to section 39 of this act.

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| This act shall take effect as follows and shall amend the following sections: | | |
| Section 1 | October 1, 2026 | New section |
| Sec. 2 | July 1, 2026 | 10-236a |
| Sec. 3 | October 1, 2026 | New section |
| Sec. 4 | October 1, 2026 | 31-51r |
| Sec. 5 | from passage | New section |
| Sec. 6 | October 1, 2026 | 7-152b |
| Sec. 7 | October 1, 2026 | 21a-421d |
| Sec. 8 | October 1, 2026 | 31-275(1) |
| Sec. 9 | July 1, 2026 | 10-151(c) to (e) |
| Sec. 10 | October 1, 2026 | 31-57g |
| Sec. 11 | from passage | 3-123bbb(i) |
| Sec. 12 | from passage | 5-259(a) |
| Sec. 13 | July 1, 2026 | 5-280 |
| Sec. 14 | July 1, 2026 | 7-477 |
| Sec. 15 | July 1, 2026 | 10-153a |
| Sec. 16 | July 1, 2026 | 10a-77(d) |
| Sec. 17 | July 1, 2026 | 10a-99(d) |
| Sec. 18 | July 1, 2026 | 10a-105(e) |
| Sec. 19 | October 1, 2026 | New section |
| Sec. 20 | July 1, 2026 | New section |
| Sec. 21 | from passage | New section |
| Sec. 22 | July 1, 2026 | 7-459b |
| Sec. 23 | July 1, 2026 | New section |
| Sec. 24 | July 1, 2026 | New section |
| Sec. 25 | October 1, 2026 | 29-222 |
| Sec. 26 | October 1, 2026 | 29-224b |
| Sec. 27 | October 1, 2026 | New section |
| Sec. 28 | October 1, 2026 | 29-225 |
| Sec. 29 | October 1, 2026 | New section |
| Sec. 30 | July 1, 2026 | 10-285a(m) |
| Sec. 31 | July 1, 2026 | New section |
| Sec. 32 | from passage | New section |
| Sec. 33 | October 1, 2026 | 31-3k |
| Sec. 34 | from passage | New section |
| Sec. 35 | October 1, 2026 | 46a-60 |
| Sec. 36 | October 1, 2026 | 46a-56(a) |

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| Sec. 37 | <i>October 1, 2026</i> | 31-40w |
| Sec. 38 | <i>October 1, 2026</i> | New section |
| Sec. 39 | <i>from passage</i> | New section |
| Sec. 40 | <i>July 1, 2026</i> | New section |

Statement of Purpose:

To increase workforce development efforts and improve working conditions in the state.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]