



General Assembly

February Session, 2026

Raised Bill No. 5386

LCO No. 2122



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

AN ACT REQUIRING PAYCHECK TRANSPARENCY.

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

1 Section 1. Section 31-13a of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2026*):

3 (a) [With] Subject to the provisions of subsection (c) of this section,
4 with each wage payment each employer shall furnish to each employee,
5 in writing or, with the employee's explicit consent, electronically, a
6 record of hours worked, the gross earnings showing straight time and
7 overtime as separate entries, itemized deductions and net earnings,
8 except that the furnishing of a record of hours worked and the
9 separation of straight time and overtime earnings shall not apply in the
10 case of any employee with respect to whom the employer is specifically
11 exempt from the keeping of time records and the payment of overtime
12 under the Connecticut Minimum Wage Act or the Fair Labor Standards
13 Act.

14 (b) If the record of hours is furnished electronically pursuant to
15 subsection (a) of this section, the employer shall provide a means for

16 each employee to securely, privately and conveniently access and print
17 such record. The employer shall incorporate reasonable safeguards
18 regarding any information contained in the record furnished
19 electronically pursuant to subsection (a) of this section to protect the
20 confidentiality of an employee's personal information.

21 (c) (1) For purposes of this subsection, "employer" means a person
22 engaged in any activity, enterprise or business who employs fifty or
23 more employees, including the state and any political subdivision
24 thereof.

25 (2) Each employer shall create a guide for pay codes for overtime and
26 any pay differentials, including, but not limited to, shift differentials,
27 on-call pay, hazard pay, call-back pay, holiday or weekend pay or
28 geographical pay differentials used by the employer in such records
29 furnished pursuant to subsection (a) of this section. Each such guide
30 shall be posted on the employer's Internet web site in English, Spanish
31 and the other most common languages spoken by employees of the
32 employer and include contact information of the designated office or
33 individual who will handle employee disputes regarding calculations of
34 hours and pay differentials. An employer shall update such guide each
35 time a new pay code used for overtime or any pay differentials is added
36 by the employer.

37 (3) An employer shall (A) provide the Internet web site address to
38 such guide required pursuant to subdivision (2) of this subsection to an
39 employee upon hire, and (B) include the Internet web site address to
40 such guide on each record of hours furnished to an employee pursuant
41 to subsection (a) of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2026	31-13a

Statement of Purpose:

To require employers to create a guide in order to help employees understand the pay codes used by the employer on employee records of hours worked.

[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.]