



General Assembly

February Session, 2026

**Raised Bill No. 5496**

LCO No. 2766



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:  
(LAB)

***AN ACT CONCERNING WORKPLACE VIOLENCE PROTECTIONS  
FOR UTILITY AND PUBLIC WORKS EMPLOYEES.***

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

1 Section 1. (NEW) (*Effective October 1, 2026*) (a) For purposes of this  
2 section and section 2 of this act, "employer" means a (1) municipal utility  
3 furnishing electric, gas or water, (2) regional water authority, (3)  
4 regional sewer district, (4) investor-owned utility, and (5) municipal  
5 public works department.

6 (b) On or before January 1, 2027, each employer shall undertake a risk  
7 assessment of the factors that may place employees who provide  
8 services directly to customers at risk of being a victim of violence by  
9 virtue of their role as an employee of such employer, including, but not  
10 limited to, (1) working directly with customers in their domicile, (2)  
11 working late nights or early morning hours, (3) exchanging money with  
12 customers, (4) working alone or in small numbers, (5) customers with a  
13 previous history of violence toward employees who provide natural gas  
14 services, and (6) the crime rate for the municipality in which the

15 employee will provide services, as determined by the most recent  
16 annual report concerning crime in the state issued by the Department of  
17 Emergency Services and Public Protection pursuant to section 29-1c of  
18 the general statutes.

19 (c) Based on the findings of the risk assessment required pursuant to  
20 subsection (b) of this section, on or before July 1, 2027, each employer  
21 shall develop and implement a workplace violence prevention and  
22 response training program for employees who provide services directly  
23 to customers, including, but not limited to, training on (1) the risk factors  
24 identified pursuant to subsection (b) of this section, (2) methods the  
25 employer will use to prevent incidents of workplace violence, including,  
26 but not limited to, (A) utilizing methods to minimize the amount of cash  
27 on an employee's person during a work shift, and (B) establishing and  
28 implementing reporting systems for incidents of violent or aggressive  
29 behavior, (3) conflict resolution and nonviolent self-defense responses,  
30 and (4) measures employees can take to protect themselves from such  
31 risks. Such training program shall be provided to an employee upon  
32 hire and annually thereafter.

33 Sec. 2. (NEW) (*Effective October 1, 2026*) Each employer shall maintain  
34 records that detail each incidence of workplace violence and include the  
35 specific location in which such incident occurred. An employer shall,  
36 not later than January first of each year, submit a report to the Labor  
37 Department regarding the number of workplace violence incidents that  
38 occurred during the preceding calendar year and the specific location  
39 where such incidents occurred.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2026</i>	New section
Sec. 2	<i>October 1, 2026</i>	New section

***Statement of Purpose:***

To implement requirements to protect the safety of certain utility and public works employees.

*[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.]*