
OLR Bill Analysis

sSB 356

AN ACT CONCERNING ELECTRONIC FILING OF CERTIFIED PAYROLL AND DAILY LOGS FOR CERTAIN PUBLIC WORKS PROJECTS.

SUMMARY

This bill makes changes to the record keeping requirements for employers covered by state prevailing wage laws (including similar laws that apply to certain projects funded by the Department of Economic and Community Development (DECD), renewable energy projects, and work on state highways (BACKGROUND)).

Generally, it requires these employers to keep daily attendance records of the workers on a covered project and submit them weekly to the agency overseeing the project. Under the bill, a failure to file these records is a Class C misdemeanor, but subject to a fine of up to \$5,000, up to five years' imprisonment, or both (rather than the typical Class C misdemeanor penalty of a fine of up to \$500, up to three months' imprisonment, or both).

Starting December 1, 2028, the bill also requires these employers to (1) electronically submit their monthly certified payroll records to the labor commissioner, who must make them publicly available in an online, searchable database, and (2) include in the records their total, or reasonably anticipated, fringe benefit costs. As under the current law, a failure to file the certified payroll records as required is a Class D felony subject to a fine of up to \$5,000, up to five years' imprisonment, or both.

EFFECTIVE DATE: October 1, 2026

DAILY ATTENDANCE RECORDS

The bill requires employers covered by state prevailing wage laws to keep a daily record of each construction worker at a covered work site. This record must include (1) the project's name and location; (2) the

current date; and (3) each worker's (a) name (printed and signed), (b) trade license number (when applicable), and (c) arrival and departure times at the site. The bill requires the employer to submit these records weekly to the contracting agency, DECD, or the clean energy project's developer, as applicable.

Under the bill, and regardless of the state Freedom of Information Act's (FOIA) provisions on public records access, these daily records are public records. And every person has a right to inspect and copy a daily log or sign-in sheet under FOIA's provisions on copying and scanning public records.

CERTIFIED PAYROLL RECORDS

The bill requires the labor commissioner, by December 1, 2028, to develop and maintain an online (1) system for employers subject to the prevailing wage laws to submit the certified payroll records required by law and (2) publicly accessible and searchable database of those certified payroll records. Under the bill, the certified payroll records submitted to the online system must be transmitted to the online database and the labor commissioner must remove all personally identifying information from them. However, the bill requires her, upon request, to give an unredacted certified payroll record in a digital file format to an exclusive representative (presumably, an employee's union representative).

Under the bill, "personally identifying information" is someone's (1) birth date; (2) mother's maiden name; or (3) driver's license, Social Security, health insurance identification, financial account, security code, personal identification, or other government-issued identification number that is not otherwise directly available to the public.

Starting December 1, 2028, the bill requires employers to (1) submit their monthly certified payroll records through the online system and (2) include in the records their total, or reasonably anticipated, fringe benefit costs.

BACKGROUND

Prevailing Wage Laws

The state's prevailing wage law generally requires contractors and subcontractors on certain public works projects to pay their construction workers wages and benefits equal to those that are customary or prevailing for the same work, in the same occupation, in the same town. The requirement applies to new construction projects costing at least \$1 million and renovation projects costing at least \$100,000 (CGS § 31-53).

Similar prevailing wage requirements also apply to certain (1) projects that receive at least \$1 million in DECD financial assistance (CGS § 31-53c), (2) clean energy projects (CGS § 31-53d), and (3) work on state highways (CGS § 31-54).

Legislative History

The Senate referred the bill (File 211) to the Judiciary Committee, which favorably reported a substitute that changes the penalty for failing to properly file the daily attendance records from a Class D felony to a Class C misdemeanor, but retains the felony penalty level (a fine of up to \$5,000, up to five years' imprisonment, or both).

Related Bills

SB 268 (File 76), reported favorably by the Labor and Public Employees Committee, allows the state comptroller to withhold payment to a contractor or subcontractor for whom the labor commissioner has issued a stop work order for a violation of the prevailing wage law.

sSB 471 (File 575), reported favorably by the Government Administration and Elections Committee, generally requires certain public works contracts to have a specified percentage of their work done by apprentices.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 9 Nay 4 (03/12/2026)

Judiciary Committee

Joint Favorable Substitute

Yea 31 Nay 8 (04/10/2026)