House of Representatives

General Assembly

File No. 709

February Session, 2026

Substitute House Bill No. 5003

House of Representatives, April 21, 2026

The Committee on Appropriations reported through REP. WALKER of the 93rd Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

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:

Section 1. (NEW) (*Effective October 1, 2026*) (a) For the purposes of this section, (1) "health care provider" means an individual directly or indirectly employed by, or volunteering for, a health care facility or institution and who (A) is involved in direct patient care, or (B) has direct contact with the patient or the patient's family when either (i) collecting or processing information for patient forms and records, or (ii) escorting or directing the patient or patient's family on the health care employer's premises, and (2) "health care facility or institution" has the same meaning as provided in section 19a-905 of the general statutes.

(b) Each health care facility or institution, and each state agency that employs any health care provider, shall protect and save harmless any health care provider or other employee of such health care facility or institution from financial loss and expense, including payment of expenses reasonably incurred for medical or other services necessary as

a result of any assault upon such health care provider or other employee while such health care provider or other employee was acting in the discharge of such health care provider or other employee's duties within the scope of such health care provider or other employee's employment or under the direction of such health care facility or institution or state agency, which expenses are not paid by the individual health care provider or other employee's insurance, workers' compensation or any other source not involving an expenditure by such health care provider or other employee.

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

(d) (1) Any health care provider or other employee of a health care facility or institution who suffers an ascertainable loss of money may bring a civil action, against the health care institution or facility that employs such health care provider or other employee, in the Superior Court to recover damages. Any award issued by the court shall deduct any (A) amount of workers' compensation benefits received by such health care provider or other employee, and (B) amount paid by such health care worker or other employee's health insurance. In any action brought by a health care provider or other employee of a health care facility or institution under this section, the court may award, to the plaintiff, if the plaintiff prevails, in addition to the relief provided in this section, reasonable attorney's fees and costs to be taxed by the court.

(2) Any health care provider or other employee of a health care facility or institution who brings an action pursuant to this subsection shall provide notice of such action to the health care facility or institution such action is being brought against. Such notice shall be in writing and delivered in person or by registered or certified mail.

(e) Any health care facility or institution that has paid or is obligated to pay wages or other expenses for medical or other services pursuant to this section, as a result of any assault on a health care provider or other employee, may bring a civil action in Superior Court against the individual who committed such assault to recover such expenses and costs.

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

(a) For the purposes of this section, the terms "teacher" and "other employee" include any student completing a student teaching experience under the direction of a teacher employed by a local or regional board of education or by the State Board of Education or Board of Governors of Higher Education, and any member of the faculty or staff or any student employed by The University of Connecticut Health Center or health services.

[(a)**]** (b) Each board of education, the State Board of Education, the Board of Regents for Higher Education, the Board of Trustees for The University of Connecticut, and each state agency which employs any teacher, and the managing board of any public school, as defined in section 10-183b, shall protect and save harmless any member of such boards, or any teacher or other employee of such boards, from financial loss and expense, including payment of expenses reasonably incurred for medical or other service necessary as a result of **[**an**]** any physical or negligent assault upon such member, teacher or other employee while such person was acting in the discharge of **[**his or her**]** such member, teacher or other employee's duties within the scope of **[**his or her**]** such member, teacher or other employee's employment or under the direction of such boards, state agency, department or managing board,

which expenses are not paid by the individual member's, teacher's or employee's insurance, workers' compensation or any other source not involving an expenditure by such member, teacher or employee.

[(b) Any**]** (c) Any member, teacher or employee absent from employment as a result of injury sustained during **[**an**]** any assault or for a court appearance in connection with such assault shall continue to receive **[**his or her**]** such member, teacher or employee's full salary or contracted weekly wages, while so absent, except that the amount of any workers' compensation award may be deducted from **[**salary**]** any payments during such absence. The time of such absence shall not be charged against such member, teacher or employee's sick leave, vacation time, **[**or**]** personal leave days or other accrued leave.

[(c) For the purposes of this section, the terms "teacher" and "other employee" shall include any student teacher doing practice teaching under the direction of a teacher employed by a local or regional board of education or by the State Board of Education or Board of Governors of Higher Education, and any member of the faculty or staff or any student employed by The University of Connecticut Health Center or health services.**]**

Sec. 3. (NEW) (*Effective October 1, 2026*) Not later than July 1, 2027, the Department of Public Health shall issue guidance on implementing a system (1) for health care providers with an electronic health records system capable of connecting to and participating in the State-wide Health Information Exchange, as specified in section 17b-59e of the general statutes, to report to said exchange incidences of patient violence directed at a health care provider, and (2) that alerts a health care provider with such an electronic health records system when the provider accepts a new patient or has a scheduled visit with an existing patient who has a documented history of any such incidence.

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

(a) As used in this section:

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

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

(3) "Employment promissory note" means any instrument or agreement executed on or after October 1, **[**1985**]** 2026, which requires an employee to pay the employer, or his agent or assignee, a sum of money if the employee leaves such employment before the passage of a stated period of time. "Employment promissory note" includes any such instrument or agreement which states such payment of moneys constitutes reimbursement for training previously provided to the employee.

(b) On or after October 1, **[**1985**]** 2026, no employer may require, as a condition of employment, any employee or prospective employee to execute an employment promissory note. The execution of an employment promissory note as a condition of employment is against public policy and any such note shall be void. If any such note is part of an employment agreement, the invalidity of such note shall not affect the other provisions of such agreement.

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

Sec. 5. (*Effective from passage*) (a) There is established a task force to study additional services, funding and benefits that may be utilized in order to support persons with disabilities who earn less than the

minimum wage pursuant to Section 14(c) of the Fair Labor Standards Act of 1937, 29 USC 214(c). The task force shall (1) examine potential benefits and existing impediments to the state in utilizing such additional services for such persons, and (2) make recommendations on funding sources and benefits the state can provide to support such persons.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(d) At least two members of the task force appointed under subdivision (3), (4), (5), (6), (7) or (8) of subsection (b) of this section shall be a parent of a person with disabilities who earns less than the minimum wage pursuant to Section 14(c) of the Fair Labor Standards Act of 1938, 29 USC 214(c).

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

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

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

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

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

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

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

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

(d) If the person who is sent notice pursuant to subsection (c) of this section wishes to admit liability for any alleged violation, such person may, without requesting a hearing, pay the full amount of the fines,

penalties, costs or fees admitted to in person or by mail to an official designated by the town, city or borough. Such payment shall be inadmissible in any proceeding, civil or criminal, to establish the conduct of such person or other person making the payment. Any person who does not demand a hearing within ten days of the date of the first notice provided for in subsection (c) of this section shall be deemed to have admitted liability, and the designated town official shall certify such person's failure to respond to the hearing officer. The hearing officer shall thereupon enter and assess the fines, penalties, costs or fees provided for by the applicable ordinances and shall follow the procedures set forth in subsection (f) of this section.

(e) Any person who requests a hearing shall be given written notice of the date, time and place for the hearing. Such hearing shall be held not less than fifteen days nor more than thirty days from the date of the mailing of notice, provided the hearing officer shall grant upon good cause shown any reasonable request by any interested party for postponement or continuance. An original or certified copy of the initial notice of violation issued by a policeman or other issuing officer shall be filed and retained by the town, city or borough, be deemed to be a business record within the scope of section 52-180 and be evidence of the facts contained therein. The presence of the policeman or issuing officer shall be required at the hearing if such person so requests. A person wishing to contest his liability shall appear at the hearing in person or by means of electronic equipment, and may present evidence in his behalf. A designated town official, other than the hearing officer, may present evidence on behalf of the town. If such person fails to appear, the hearing officer may enter an assessment by default against him upon a finding of proper notice and liability under the applicable statutes or ordinances. The hearing officer may accept from such person copies of police reports, Department of Motor Vehicles documents and other official documents by mail and may determine thereby that the appearance of such person is unnecessary. The hearing officer shall conduct the hearing in the order and form and with such methods of proof as he deems fair and appropriate. The rules regarding the admissibility of evidence shall not be strictly applied, but all testimony

shall be given under oath or affirmation. The hearing officer shall announce his decision at the end of the hearing. If he determines that the person is not liable, he shall dismiss the matter and enter his determination in writing accordingly. If he determines that the person is liable for the violation, he shall forthwith enter and assess the fines, penalties, costs or fees against such person as provided by the applicable ordinances of that town, city or borough.

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

(g) A person against whom an assessment has been entered pursuant to this section is entitled to judicial review by way of appeal. An appeal shall be instituted within thirty days of the mailing of notice of such assessment by filing a petition to reopen assessment, together with an entry fee in an amount equal to the entry fee for a small claims case pursuant to section 52-259, at the Superior Court facility designated by the Chief Court Administrator, which shall entitle such person to a hearing in accordance with the rules of the judges of the Superior Court.

(h) It shall be an affirmative defense for a health care provider in any parking violation hearing that a parking violation was issued to such

health care worker during such health care worker's shift, provided such parking violation was not issued (1) while the health care provider was at a health care facility or institution, or (2) for a public safety violation, including, but not limited to, blocking a fire hydrant, sidewalk or handicap ramp. For purposes of this subsection, "health care provider" and "health care facility or institution" have the same meanings as provided in section 19a-905.

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

(a) As used in this section:

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

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

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

(4) "Licensee" means a cannabis establishment licensee, dispensary

facility or producer.

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

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

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

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

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

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

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

(iv) Such labor union has spent resources as part of one or more attempts to organize and represent cannabis workers employed at cannabis establishments in the state, which attempt or attempts remain active on the date of such labor union's application under this subsection;

(C) Has filed the annual report required by 29 USC 431(b) for the

three years immediately preceding the date of such labor union's application under this subsection;

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

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

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

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

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

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

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

(4) In the event that a labor union no longer satisfies the criteria established in subdivision (2) of this subsection, the labor union shall notify the department, in a form and manner prescribed by the department and not later than thirty days after such labor union no longer satisfies such criteria, that such labor union no longer satisfies such criteria. The department shall remove such labor union from the list prepared pursuant to subdivision (1) of this subsection.

(c) Any provisional cannabis establishment licensee, dispensary facility or producer shall, as a condition of its final license approval, license conversion or approval for expanded authorization,

respectively, enter into a labor peace agreement with a bona fide labor organization. Any such labor peace agreement shall contain a clause that the parties agree that final and binding arbitration by a neutral arbitrator will be the exclusive remedy for any violation of such agreement.

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

(e) A licensee or bona fide labor organization may commence a civil action in the Superior Court in the judicial district where the facility used in the operation of a cannabis establishment is located to enforce the arbitration award or to lift the license suspension. The license shall remain suspended until such time that: (1) The arbitrator notifies, or both of the parties to the arbitration notify, the department that the licensee is in compliance with the arbitration award; (2) both of the parties to the arbitration notify the department that they have satisfactorily resolved their dispute; (3) the court, after hearing, lifts the suspension; or (4) the court, after hearing, orders alternative remedies, which may include, but need not be limited to, ordering the department to revoke the license or ordering the appointment of a receiver to properly dispose of any cannabis inventory. Except as provided in subsection (f) of this section, during such time that a license is suspended pursuant to this section, the licensee may engage in conduct necessary to maintain and secure the cannabis inventory, but may not sell, transport or transfer cannabis to another cannabis establishment, consumer or laboratory, unless such sale or transfer is associated with a voluntary surrender of license and a cannabis disposition plan approved by the commissioner.

(f) A producer, cultivator or micro-cultivator may sell, transport or transfer cannabis to a product packager, food or beverage manufacturer,

product manufacturer, dispensary facility or hybrid retailer for the sale of products to qualified patients or caregivers, which products shall be labeled "For Medical Use Only".

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

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

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

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

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

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

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

[(iv)**]** (v) Notwithstanding the provisions of clauses (i) and (ii) of this subparagraph, the dependents of any deceased employee of the Department of Correction who was injured in the course of his employment, as defined in this subparagraph, on or after July 1, 2000, and who died not later than July 15, 2000, shall be paid compensation on account of the death, in accordance with the provisions of section 31-306, retroactively to the date of the employee's death. The cost of the payment shall be paid by the employer or its insurance carrier which shall be reimbursed for such cost from the Second Injury Fund as provided in section 31-354 upon presentation of any vouchers and information that the Treasurer may require;

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

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

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

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

(F) For purposes of subparagraph (C) of this subdivision, "narcotic drugs" means all controlled substances, as designated by the Commissioner of Consumer Protection pursuant to subsection (c) of section 21a-243, but does not include drugs prescribed in the course of medical treatment or in a program of research operated under the direction of a physician or pharmacologist. For purposes of subparagraph (E) of this subdivision, "place of abode" includes the inside of the residential structure, the garage, the common hallways, stairways, driveways, walkways and the yard;

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

Sec. 9. Subsections (c) to (e), inclusive, of section 10-151 of the general

statutes are repealed and the following is substituted in lieu thereof (*Effective July 1, 2026*):

(c) The contract of employment of a teacher who has not attained tenure may be terminated at any time for any of the reasons enumerated in subdivisions (1) to (6), inclusive, of subsection (d) of this section. **[**; otherwise**]** The standard of review for all such reasons shall be the same standard applied in other disciplinary actions under the terms of such teacher's collective bargaining agreement. Otherwise the contract of such teacher shall be continued into the next school year unless such teacher receives written notice by May first in one school year that such contract will not be renewed for the following year. Upon the teacher's written request, not later than three calendar days after such teacher receives such notice of nonrenewal or termination, a notice of nonrenewal or termination shall be supplemented not later than four calendar days after receipt of the request by a statement of the reason or reasons for such nonrenewal or termination. Such teacher, upon written request filed with the board of education not later than ten calendar days after the receipt of notice of **[**termination, or**]** nonrenewal or termination shall be entitled to a hearing, except as provided in this subsection, (1) before the board, or (2) if indicated in such request and if designated by the board, before an impartial hearing officer chosen by the teacher and the superintendent in accordance with the provisions of subsection (d) of this section. Such hearing shall commence not later than fifteen calendar days after receipt of such request unless the parties mutually agree to an extension not to exceed fifteen calendar days. The impartial hearing officer or a subcommittee of the board of education, if the board of education designates a subcommittee of three or more board members to conduct hearings, shall submit written findings and recommendations to the board for final disposition. The teacher shall have the right to appear with counsel of the teacher's choice at the hearing. A teacher who has not attained tenure shall not be entitled to a hearing concerning nonrenewal if the reason for such nonrenewal is either elimination of position or loss of position to another teacher. The board of education shall rescind a nonrenewal decision only if the board finds such decision to be arbitrary and capricious. Any such teacher

whose contract is terminated for the reasons enumerated in subdivisions (3) and (4) of subsection (d) of this section shall have the right to appeal in accordance with the provisions of subsection (e) of this section.

(d) The contract of employment of a teacher who has attained tenure shall be continued from school year to school year, except that it may be terminated at any time for one or more of the following reasons: (1) Inefficiency, incompetence or ineffectiveness, provided, if a teacher is notified on or after July 1, 2014, that termination is under consideration due to incompetence or ineffectiveness, the determination of incompetence or ineffectiveness is based on evaluation of the teacher using teacher evaluation guidelines established pursuant to section 10-151b; (2) insubordination against reasonable rules of the board of education; (3) moral misconduct; (4) disability, as shown by competent medical evidence; (5) elimination of the position to which the teacher was appointed or loss of a position to another teacher, if no other position exists to which such teacher may be appointed if qualified, provided such teacher, if qualified, shall be appointed to a position held by a teacher who has not attained tenure, and provided further that determination of the individual contract or contracts of employment to be terminated shall be made in accordance with either (A) a provision for a layoff procedure agreed upon by the board of education and the exclusive employees' representative organization, or (B) in the absence of such agreement, a written policy of the board of education; or (6) other due and sufficient **[**cause**]** reasons. The standard of review for all such reasons shall be the same standard applied in other disciplinary actions under the terms of such teacher's collective bargaining agreement. Nothing in this section or in any other section of the general statutes or of any special act shall preclude a board of education from making an agreement with an exclusive bargaining representative which contains a recall provision. Prior to terminating a contract, the superintendent shall give the teacher concerned a written notice that termination of such teacher's contract is under consideration and give such teacher a statement of the reasons for such consideration of termination. Not later than ten calendar days after receipt of written

notice by the superintendent that contract termination is under consideration, such teacher may file with the local or regional board of education a written request for a hearing. **[**A board of education may designate a subcommittee of three or more board members to conduct hearings and submit written findings and recommendations to the board for final disposition in the case of teachers whose contracts are terminated.**]** Such hearing shall commence not later than fifteen calendar days after receipt of such request, unless the parties mutually agree to an extension **[**,**]** not to exceed fifteen calendar days, **[**(A) before the board of education or a subcommittee of the board, or (B) if indicated in such request or if designated by the board**]** before an impartial hearing officer chosen by the teacher and the superintendent. If the parties are unable to agree upon the choice of a hearing officer not later than five calendar days after the decision to use a hearing officer, the hearing officer shall be selected with the assistance of the American Arbitration Association using its expedited selection process and in accordance with its rules for selection of a neutral arbitrator in grievance arbitration. **[**If the hearing officer is not selected with the assistance of such association after five days, the hearing shall be held before the board of education or a subcommittee of the board.**]** When the reason for termination is incompetence or ineffectiveness, the hearing shall **[**(i)**]** (A) address the question of whether the performance evaluation ratings of the teacher were determined in good faith in accordance with the program adopted by the local or regional board of education pursuant to section 10-151b and were reasonable in light of the evidence presented, and **[**(ii)**]** (B) be limited to twelve total hours of evidence and testimony, with each side allowed not more than six hours to present evidence and testimony except the **[**board, subcommittee of the board or**]** impartial hearing officer may extend the time period for evidence and testimony at the hearing when good cause is shown. Not later than forty-five calendar days after receipt of the request for a hearing, the **[**subcommittee of the board or**]** hearing officer, unless the parties mutually agree to an extension not to exceed fifteen calendar days, shall **[**submit written findings and a recommendation to the board of education as to the disposition of the charges against the teacher and

shall send a copy of such findings and recommendation to the teacher. The board of education shall give the teacher concerned its written decision not later than fifteen calendar days after receipt of the written recommendation of the subcommittee or hearing officer**]** render to the board of education and the teacher a written disposition that shall be binding on the parties. Each party shall share equally the fee of the hearing officer and all other costs incidental to the hearing. **[**If the hearing is before the board of education, the board shall render its decision not later than fifteen calendar days after the close of such hearing and shall send a copy of its decision to the teacher.**]** The hearing shall be public if the teacher so requests. **[**or the board, subcommittee or hearing officer so designates.**]** The teacher concerned shall have the right to appear with counsel at the hearing, whether public or private. **[**A copy of a transcript of the proceedings of the hearing shall be furnished by the board of education, upon written request by the teacher within fifteen days after the board's decision, provided the teacher shall assume the cost of any such copy.**]** Either party shall have the right to request a copy of the transcript and shall bear the cost of any such copy. Nothing **[**herein**]** contained in this section shall deprive a board of education or superintendent of the power to suspend a teacher from duty immediately when serious misconduct is charged without prejudice to the rights of the teacher as otherwise provided in this section.

(e) Any teacher or board of education aggrieved by the **[**decision of a board of education**]** award of the hearing officer after a hearing as provided in subsection (d) of this section may **[**appeal therefrom, not later than thirty calendar days after such decision, to the Superior Court. Such appeal shall be made returnable to said court in the same manner as is prescribed for civil actions brought to said court**]** make an application to the Superior Court to confirm, vacate or modify such award pursuant to sections 52-417 to 52-419, inclusive. Any such **[**appeal**]** application shall be a privileged case to be heard by the court as soon after the return day as is practicable. The teacher or board of education shall file with the court a copy of the complete transcript of the proceedings of the hearing, **[**and the minutes of board of education meetings relating to such termination, including the vote of the board

on the termination,**]** together with such other documents, or certified copies thereof, as shall constitute the record of the case. **[**The court, upon such appeal, shall review the proceedings of such hearing. The court, upon such appeal and hearing thereon, may affirm or reverse the decision appealed from in accordance with subsection (j) of section 4-183. Costs shall not be allowed against the board of education unless it appears to the court that it acted with gross negligence or in bad faith or with malice in making the decision appealed from.**]**

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

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

[(a**)** (1)**]** (2) "Awarding authority" means any person, including a contractor or subcontractor, that awards or otherwise enters into a contract or subcontract to perform (A) food and beverage services at Bradley International Airport, and (B) on and after October 1, 2026, services at a covered location. "Awarding authority" does not include the federal government or the state.

(3) "Carrier" has the same meaning as provided in section 14-212.

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

(5) "Covered location" includes the following locations: (A) Multifamily residential building or complex with fifty or more units, (B) a commercial center or complex or office building occupying more than seventy-five thousand square feet, (C) municipal office building or facility, (D) electric distribution company facility, (E) gas company facility, (F) public or nonpublic school, (G) cultural center or complex, including a museum, convention center, arena or performance hall, (H) shopping mall or bank branch, (I) industrial site, (J) pharmaceutical lab, (K) airport or train station, (L) hospital, nursing home facility or

institution operated or managed by an assisted living services agency, (M) warehouse, distribution center or other facility in which the primary purpose is the storage or distribution of general merchandise, refrigerated goods or other products, (N) independent institution of higher education, (O) property owned by a carrier that is used for the transportation of students or related services, and (P) data center.

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

(7) "Employer" means any person that employs two or more employees or service workers. "Employer" includes any municipal or local government, but does not include the federal government or the state.

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

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

[(4)**]** (10) "Person" means any individual, proprietorship, partnership, joint venture, corporation, limited liability company, trust association or other entity that may employ or enter into other contracts, **[**including**]** but does not include the state. **[**and its political subdivisions.**]**

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

(12) (A) "Service worker" means a person engaged to perform any of the following services:

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

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

(iii) Food preparation or dietary services at a public or nonpublic school, independent institution of higher education, hospital, nursing home facility or institution operated or managed by an assisted living services agency;

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

(v) Student transportation services; and

(B) "Service worker" does not include a (i) managerial, supervisory or confidential employee, including any person who would be so defined under the federal Fair Labor Standards Act, or (ii) person engaged to perform services related to a project that requires a permit issued by a municipality, including a building, mechanical, plumbing, structural or electrical project.

(13) "Successor employer" means (A) an employer that has (i) been awarded a successor service contract, or (ii) purchased or acquired control of a property where employees or service workers were employed at any time during the previous ninety-day period, or (B) an awarding authority that has hired employees or service workers to perform services substantially the same to services previously provided under a terminated or nonrenewed service contract.

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

[(7)**]** (15) "Terminated contractor" means a contractor whose service contract expires without renewal or whose contract is terminated, and includes the awarding authority itself when (A) work previously rendered by the awarding authority's own employees or service workers is the subject of a successor service contract, or (B) the awarding authority sells or transfers a property where employees or service workers were employed at any time during the previous ninety-day period.

[(b) Each contractor and awarding authority that enters into a service contract to be performed at Bradley International Airport shall be subject to the following obligations:

(1) The awarding authority shall**]** (b) (1) Not later than fifteen days prior to the (A) termination or nonrenewal of any service contract, (B) contracting out services previously performed by the awarding authority's own employees or service workers, or (C) selling or transferring of any property where employees or service workers were employed at any time during the previous ninety-day period, the awarding authority shall, where applicable, give advance notice to a terminated contractor, the employees or service workers of such terminated contractor and the exclusive bargaining representative of any of the terminated contractor's employees or service workers, of the termination or nonrenewal of such service contract, **[**and**]** contracting out of such services or the sale or transfer of such property. Such notice shall be provided in writing and be posted in a conspicuous place at the work site. The awarding authority shall provide the terminated contractor, employees or service workers and the exclusive bargaining representative with the name, telephone number and address of the

successor [contractor or contractors] employer or employers, if known. The terminated contractor shall, not later than three days after receipt of such notice, provide the successor [contractor] employer with the name, date of hire and employment occupation classification of each person employed by the terminated contractor at the site or sites covered by the service contract as of the date the terminated contractor receives the notice of termination or nonrenewal, notice of contracting out or notice of the sale or transfer.

(2) On the date the (A) service contract terminates, (B) the successor service contract for services previously performed by the awarding authority's own employees or service workers begins, or (C) the sale or transfer of property occurs, the terminated contractor shall provide the successor [contractor] employer with updated information concerning the name, date of hire and employment occupation classification of each person employed by the terminated contractor at the site or sites covered by the service contract, to ensure that such information is current up to the actual date of service contract termination, the actual contract start date or the actual date of the sale or transfer.

(3) If the awarding authority fails to notify the terminated contractor of the identity of the successor [contractor] employer, as required by subdivision (1) of this subsection, the terminated contractor shall provide the information described in subdivision (2) of this subsection to the awarding authority not later than three days after receiving notice that the service contract will be terminated or notice of the sale or transfer of a property. The awarding authority shall be responsible for providing such information to the successor [contractor] employer as soon as the successor [contractor] employer has been selected.

(4) (A) [Except as provided in subparagraph (D) of this subdivision, a] A successor [contractor] employer shall retain, for at least ninety days from the date of first performance of services under the successor service contract or from the date of the sale or transfer of a property, all of the employees or service workers who were continuously employed by the terminated contractor at the site or sites covered by the service

contract during the [six-month] ninety-day period immediately preceding the termination or nonrenewal of such service contract, including any periods of layoff or leave with recall rights.

(B) [Except as provided in subparagraph (D) of this subdivision, if] If the successor service contract is terminated prior to the expiration of such ninety-day period, then any [contractor] successor employer awarded a subsequent successor service contract shall be bound by the requirements set forth in this subsection to retain, for a new ninety-day period commencing with the onset of the subsequent successor service contract, all of the employees or service workers who were previously employed by any one or more of the terminated contractors at the site or sites covered by the service contract continuously during the [six-month] ninety-day period immediately preceding the date of the most recently terminated service contract, including any periods of layoff or leave with recall rights.

(C) At least five days prior to the termination of a service contract or the sale or transfer of a property where employees or service workers were employed at any time during the previous ninety-day period, or at least fifteen days prior to the commencement of the first performance of service under a successor service contract, whichever is later, the successor [contractor] employer shall hand-deliver a written offer of employment in substantially the form set forth below to each such employee or service worker in such employee's or service worker's native language or any other language in which such employee or service worker is fluent:

"IMPORTANT INFORMATION REGARDING YOUR EMPLOYMENT

To: ....(Name of employee or service worker)

We have received information that you are employed by .... (name of predecessor contractor) and are currently performing work at .... (address of worksite) .... (name of predecessor contractor's) contract to perform .... (describe services under contract) at .... (address of worksite)

will terminate as of .... (last day of predecessor contract) and it will no longer be providing those services as of that date.

We are .... (name of successor **[**contractor**]** employer) and **[**have been hired to provide**]** will be providing services similar to those of .... (name of predecessor contractor) at .... (address of worksite). We are offering you a job with us for a ninety-day probationary period starting .... (first day of successor contract) to perform the same type of work that you have already been doing for .... (name of predecessor contractor) under the following terms:

Payrate (per hour): $....

Hours per shift: ....

Total hours per week: ....

Benefits: ....

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

Connecticut state law gives you the following rights:

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

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

3. If you believe that you have been fired or laid off in violation of this law, you have the right to **[**sue us**]** file a complaint with the Labor Commissioner and be awarded back pay, attorneys' fees and court costs.

From: .... (Name of successor **[**contractor**]** employer)

.... (Address of successor **[**contractor**]** employer)

.... (Telephone number of successor **[**contractor**]** employer)"

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

[(D) The provisions of subparagraphs (A) and (B) of this subdivision shall not be construed to require a successor contractor to retain any employee whose attendance and performance records, while working under the terminated service contract, would lead a reasonably prudent employer to terminate the employee.**]**

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

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

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

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

(c) (1) An employee or service worker, or a group of employees or service workers, displaced or terminated in violation of this section, or such employee's or service worker's collective bargaining representative, may [bring an action in Superior Court against the awarding authority, the terminated contractor or the successor contractor, jointly or severally, to recover damages for any violation of the obligations imposed under this section] file a complaint with the Labor Commissioner. Upon receipt of any such complaint, the commissioner shall hold a hearing. After the hearing, the commissioner shall send each party a written copy of the commissioner's decision.

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

(3) If the employee or service worker prevails in such action, the court shall award the employee reasonable attorney fees and costs.

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

(d) Any awarding authority, **[**or**]** terminated contractor or successor employer who knowingly violates the provisions of this section shall pay a penalty not to exceed **[**one**]** five hundred dollars per employee or service worker for each day the violation continues.

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

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

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

(2) A nonstate public employer that did not provide coverage pursuant to a partnership plan to a first responder or unpaid volunteer firefighter who is killed in the line of duty shall apply for coverage

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

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

(a) The Comptroller, with the approval of the Attorney General and of the Insurance Commissioner, shall arrange and procure a group hospitalization and medical and surgical insurance plan or plans for (1) state employees, (2) members of the General Assembly who elect coverage under such plan or plans, (3) participants in an alternate retirement program who meet the service requirements of section 5-162 or subsection (a) of section 5-166, (4) anyone receiving benefits under section 5-144 or from any state-sponsored retirement system, except the teachers' retirement system and the municipal employees retirement system, (5) judges of probate and Probate Court employees, (6) the surviving spouse, and any dependent children of (A) a state police officer, a member of an organized local police department, a firefighter, an unpaid volunteer firefighter or a constable who performs criminal law enforcement duties who dies before, on or after June 26, 2003, as the result of injuries received while acting within the scope of such officer's, **[**or**]** firefighter's, unpaid volunteer firefighter's or constable's employment and not as the result of illness or natural causes, or (B) a state marshal who dies before, on or after the effective date of this section, as the result of injuries received while in performance of any duty for which such state marshal is compensated by the state and not as the result of illness or natural causes, and whose surviving spouse

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

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

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

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

(b) Employers and employee organizations are authorized to negotiate provisions in a collective bargaining agreement **[**calling for the payroll deduction**]** allowing for employees to elect to have a payroll deduction of employee organization dues and initiation fees and for payroll deduction of the service fee described in subsection (a) of this

section.

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

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

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

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

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

(c) Nothing in this section or in any other section of the general statutes shall preclude a local or regional board of education from making an agreement with an exclusive bargaining representative to require as a condition of employment that all employees in a bargaining unit pay to the exclusive bargaining representative of such employees an annual service fee, not greater than the amount of dues uniformly required of members of the exclusive bargaining representative organization, which represents the costs of collective bargaining, contract administration and grievance adjustment. **[**; and that such

service fee be collected by means of a payroll deduction from each employee in the bargaining unit.**]**

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

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

(d) The Board of Regents for Higher Education shall waive the payment of tuition at the Connecticut State Community College (1) for any dependent child of a person whom the armed forces of the United States has declared to be missing in action or to have been a prisoner of war while serving in such armed forces after January 1, 1960, which child has been accepted for admission to said college and is a resident of the state at the time such child is accepted for admission to said college, (2) subject to the provisions of subsection (e) of this section, for any veteran, as defined in section 27-103, who performed service in time of war, as defined in section 27-103, except that for purposes of this subsection, "service in time of war" shall not include time spent in attendance at a military service academy, which veteran has been accepted for admission to said college and is domiciled in this state at the time such veteran is accepted for admission to said college. Said board shall also waive for any such veteran the payment of any extension fees under section 10a-26 for educational extension programs, (3) for any resident of the state (A) sixty-two years of age or older, or (B) who is a resident of a nursing home, as defined in section 19a-490, and has maintained residency at such nursing home for not less than thirty days, provided, at the end of the regular registration period, there are enrolled in the course a sufficient number of students other than those

residents eligible for waivers pursuant to this subdivision to offer the course in which such resident intends to enroll and there is space available in such course after accommodating all such students, (4) for any student attending the Connecticut State Police Academy who is enrolled in a law enforcement program at said academy offered in coordination with the Connecticut State Community College which accredits courses taken in such program, (5) for any active member of the Connecticut Army or Air National Guard who (A) has been certified by the Adjutant General or such Adjutant General's designee as a member in good standing of the guard, and (B) is enrolled or accepted for admission to said college on a full-time or part-time basis in an undergraduate degree-granting program. Said board shall also waive for any such member the payment of any extension fees under section 10a-26 for educational extension programs, (6) for any dependent child of a (A) police officer, as defined in section 7-294a, or supernumerary or auxiliary police officer, (B) firefighter, as defined in section 7-323j, or member of a volunteer fire company, (C) municipal employee, or (D) state employee, as defined in section 5-154, killed in the line of duty, (7) for any resident of the state who is a dependent child or surviving spouse of a specified terrorist victim who was a resident of this state, (8) for any dependent child of a resident of the state who was killed in a multivehicle crash at or near the intersection of Routes 44 and 10 and Nod Road in Avon on July 29, 2005, **[**and**]** (9) for any resident of the state who is a dependent child or surviving spouse of a person who was killed in action while performing active military duty with the armed forces of the United States on or after September 11, 2001, and who was a resident of this state, (10) for any police officer, as defined in section 7-294a, who has been employed as such an officer in the state for not less than five years, (11) for any uniformed member of a paid or volunteer fire department, who, as documented by the chief of such department, has served as such a member in the state for not less than five years, (12) for any student attending the state fire school or a regional fire school, who is enrolled in a program at such school offered in coordination with a regional community-technical college that accredits courses taken in such program, and (13) for any emergency medical services personnel,

as defined in section 19a-175, who has been employed as such a personnel in the state for not less than five years. If any person who receives a tuition waiver in accordance with the provisions of this subsection also receives educational reimbursement from an employer, such waiver shall be reduced by the amount of such educational reimbursement. Veterans and members of the National Guard described in subdivision (5) of this subsection shall be given the same status as students not receiving tuition waivers in registering for courses at the Connecticut State Community College. Notwithstanding the provisions of section 10a-30, as used in this subsection, "domiciled in this state" includes domicile for less than one year.

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

(d) The Board of Regents for Higher Education shall waive the payment of tuition fees for undergraduate and graduate degree programs at the Connecticut State University System (1) for any dependent child of a person whom the armed forces of the United States has declared to be missing in action or to have been a prisoner of war while serving in such armed forces after January 1, 1960, which child has been accepted for admission to such institution and is a resident of the state at the time such child is accepted for admission to such institution, (2) subject to the provisions of subsection (e) of this section, for any veteran, as defined in section 27-103, who performed service in time of war, as defined in section 27-103, except that for purposes of this subsection, "service in time of war" shall not include time spent in attendance at a military service academy, which veteran has been accepted for admission to such institution and is domiciled in this state at the time such veteran is accepted for admission to such institution. Said board shall also waive for any such veteran the payment of any extension fees under section 10a-26 for educational extension programs, (3) for any resident of the state sixty-two years of age or older who has been accepted for admission to such institution, provided (A) such resident is enrolled in a degree-granting program, or (B) at the end of

the regular registration period, there are enrolled in the course a sufficient number of students other than those residents eligible for waivers pursuant to this subdivision to offer the course in which such resident intends to enroll and there is space available in such course after accommodating all such students, (4) for any student attending the Connecticut Police Academy who is enrolled in a law enforcement program at said academy offered in coordination with the university which accredits courses taken in such program, (5) for any active member of the Connecticut Army or Air National Guard who (A) has been certified by the Adjutant General or such Adjutant General's designee as a member in good standing of the guard, and (B) is enrolled or accepted for admission to such institution on a full-time or part-time basis in an undergraduate or graduate degree-granting program. Said board shall also waive for any such member the payment of any extension fees under section 10a-26 for educational extension programs, (6) for any dependent child of a (A) police officer, as defined in section 7-294a, or supernumerary or auxiliary police officer, (B) firefighter, as defined in section 7-323j, or member of a volunteer fire company, (C) municipal employee, or (D) state employee, as defined in section 5-154, killed in the line of duty, (7) for any resident of this state who is a dependent child or surviving spouse of a specified terrorist victim who was a resident of the state, (8) for any dependent child of a resident of the state who was killed in a multivehicle crash at or near the intersection of Routes 44 and 10 and Nod Road in Avon on July 29, 2005, **[**and**]** (9) for any resident of the state who is a dependent child or surviving spouse of a person who was killed in action while performing active military duty with the armed forces of the United States on or after September 11, 2001, and who was a resident of this state, (10) for any police officer, as defined in section 7-294a, who has been employed as such an officer in the state for not less than five years, (11) for any uniformed member of a paid or volunteer fire department, who, as documented by the chief of such department, has served as such a member in the state for not less than five years, (12) for any student attending the state fire school or a regional fire school, who is enrolled in a program at such school offered in coordination with the university

that accredits courses taken in such program, and (13) for any emergency medical services personnel, as defined in section 19a-175, who has been employed as such a personnel in the state for not less than five years. If any person who receives a tuition waiver in accordance with the provisions of this subsection also receives educational reimbursement from an employer, such waiver shall be reduced by the amount of such educational reimbursement. Veterans and members of the National Guard described in subdivision (5) of this subsection shall be given the same status as students not receiving tuition waivers in registering for courses at Connecticut state universities. Notwithstanding the provisions of section 10a-30, as used in this subsection, "domiciled in this state" includes domicile for less than one year.

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

(e) Said board of trustees shall waive the payment of tuition fees for any undergraduate or graduate degree program at The University of Connecticut (1) for any dependent child of a person whom the armed forces of the United States has declared to be missing in action or to have been a prisoner of war while serving in such armed forces after January 1, 1960, which child has been accepted for admission to The University of Connecticut and is a resident of the state at the time such child is accepted for admission to said institution, (2) subject to the provisions of subsection (f) of this section, for any veteran, as defined in section 27-103, who performed service in time of war, as defined in section 27-103, except that for purposes of this subsection, "service in time of war" shall not include time spent in attendance at a military service academy, which veteran has been accepted for admission to said institution and is domiciled in this state at the time such veteran is accepted for admission to said institution. Said board shall also waive for any such veteran the payment of any extension fees under section 10a-26 for educational extension programs, (3) for any resident of the state sixty-two years of age or older who has been accepted for admission to said institution,

provided (A) such resident is enrolled in a degree-granting program, or (B) at the end of the regular registration period, there are enrolled in the course a sufficient number of students other than those residents eligible for waivers pursuant to this subdivision to offer the course in which such resident intends to enroll and there is space available in such course after accommodating all such students, (4) for any active member of the Connecticut Army or Air National Guard who (A) has been certified by the Adjutant General or such Adjutant General's designee as a member in good standing of the guard, and (B) is enrolled or accepted for admission to said institution on a full-time or part-time basis in an undergraduate or graduate degree-granting program. Said board shall also waive for any such member the payment of any extension fees under section 10a-26 for educational extension programs, (5) for any dependent child of a (A) police officer, as defined in section 7-294a, or supernumerary or auxiliary police officer, (B) firefighter, as defined in section 7-323j, or member of a volunteer fire company, (C) municipal employee, or (D) state employee, as defined in section 5-154, killed in the line of duty, (6) for any resident of the state who is the dependent child or surviving spouse of a specified terrorist victim who was a resident of the state, (7) for any dependent child of a resident of the state who was killed in a multivehicle crash at or near the intersection of Routes 44 and 10 and Nod Road in Avon on July 29, 2005, **[**and**]** (8) for any resident of the state who is a dependent child or surviving spouse of a person who was killed in action while performing active military duty with the armed forces of the United States on or after September 11, 2001, and who was a resident of this state, (9) for any police officer, as defined in section 7-294a, who has been employed as such an officer in the state for not less than five years, (10) for any uniformed member of a paid or volunteer fire department, who, as documented by the chief of such department, has served as such a member in the state for not less than five years, and (11) for any emergency medical services personnel, as defined in section 19a-175, who has been employed as such a personnel in the state for not less than five years. If any person who receives a tuition waiver in accordance with the provisions of this subsection also receives educational

reimbursement from an employer, such waiver shall be reduced by the amount of such educational reimbursement. Veterans and members of the National Guard described in subdivision (4) of this subsection shall be given the same status as students not receiving tuition waivers in registering for courses at The University of Connecticut. Notwithstanding the provisions of section 10a-30, as used in this subsection, "domiciled in this state" includes domicile for less than one year.

Sec. 19. (NEW) (*Effective October 1, 2026*) The Connecticut Housing Finance Authority shall develop and administer a program of mortgage assistance to police officers, as defined in section 7-294a of the general statutes, uniformed members of paid or volunteer fire departments in the state and emergency medical services personnel, as defined in section 19a-175 of the general statutes. Such assistance shall be available to an eligible police officer or firefighter, under guidelines adopted by the authority, for the purchase of a home that is such police officer's, firefighter's or emergency medical service personnel's principal residence and located in the community served by such police officer or firefighter. In making mortgage assistance available under the program, the authority may utilize down payment assistance or any other appropriate housing subsidies. The terms of any mortgage assistance may allow the mortgagee to realize a reasonable portion of any equity gain upon sale of the mortgaged property.

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

Sec. 21. (*Effective July 1, 2026*) Not later than January 1, 2027, the Office of the State Fire Marshal within the Department of Administrative

Services shall consult with the Connecticut Fire Chiefs Association, institutions of higher education in the state and any other entities the commissioner deems appropriate for the purpose of developing, coordinating and implementing a plan to promote the firefighter profession. In implementing such plan, the commissioner shall use a variety of media, including social media.

Sec. 22. (NEW) (*Effective from passage*) Not later than January 1, 2027, the Division of State Police within the Department of Emergency Services and Public Protection shall, in conjunction with the Department of Mental Health and Addiction Services, expand the pilot program known as the CRISIS initiative: Connecticut Recovery through Intervention, Support and Initiating Services state wide. At a minimum, such state-wide expansion shall include components of the pilot program that require training for state police officers, coordination between state police officers and mental health professionals and referrals to facilities for mental health services.

Sec. 23. (NEW) (*Effective October 1, 2026*) (a) On and after October 1, 2026, any municipality not participating in the Municipal Employees' Retirement Fund may create a deferred retirement option plan for employees. Any plan created shall permit employees who are eligible for service retirement to elect participation in such plan.

(b) Any deferred retirement option plan created shall include a fixed period of time for employee participation, not to exceed five years, and a specified rate of interest credit for employee accounts. All other provisions of the deferred retirement option plan shall be as determined by the municipality, provided the structure of such plan is certified by the consulting actuary to the municipality's retirement system as having no anticipated impact that would increase the contribution rate for such municipality. Not later than four years after the creation of such plan, the municipality shall obtain an evaluation of such plan from the consulting actuary and review and assess such evaluation to determine the cost to the fund associated with such plan. After receiving such evaluation, the municipality may discontinue such plan.

Sec. 24. (NEW) (*Effective July 1, 2026*) (a) As used in this section, (1) "virtual monitoring" means remote monitoring of an individual receiving direct care services in a home or community-based setting by a third party via technology owned and operated by the individual in the individual's living quarters, (2) "employee organization" has the same meaning as provided in section 5-270 of the general statutes, (3) "state agency" means the Departments of Developmental Services and Social Services, and (4) "direct care services" means services provided in a home or community-based setting to an individual enrolled in a program administered by a state agency.

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

Sec. 25. (NEW) (*Effective July 1, 2026*) (a) As used in this section, (1) "self-directed home care programs" means Medicaid-funded programs that allow a consumer to hire a personal care attendant, (2) "consumer" and "personal care attendant" have the same meanings as provided in section 17b-706 of the general statutes, (3) "department" means the Department of Social Services, and (4) "fiscal intermediary" means the organization that contracts with the department to provide payroll, taxes and administrative services for self-directed home care programs.

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

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

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

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

(4) The number of and average response time to general customer service requests and the amount and number of penalties levied, on a monthly and weekly basis, against the fiscal intermediary for violations of the contract concerning response time for customer service requests; and

(5) The (A) number of telephone calls, voice mail messages, electronic mail and telephonic text messages received from consumers and personal care attendants, (B) number of instances in which such calls or messages were responded to in the contractually required time period and means of response by the fiscal intermediary, and (C) number and amount of penalties levied against the fiscal intermediary, on a monthly and weekly basis, for violating provisions of the contract concerning

response time to inquiries from such consumers and personal care attendants.

Sec. 26. Section 29-221 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

As used in this chapter: (1) "Board" means the Examining Board for Crane Operators established under section 29-222, as amended by this act; (2) "commissioner" means the Commissioner of Administrative Services; (3) "crane" means power-operated equipment that can hoist, lower and horizontally move a suspended load and which has a manufacturer's maximum rated hoisting or lifting capacity exceeding two thousand pounds, including, but not limited to: (A) Articulating cranes such as knuckle-boom cranes, (B) crawler cranes, (C) floating cranes, (D) cranes on barges, (E) locomotive cranes, (F) mobile cranes such as wheel-mounted, rough terrain, all-terrain, commercial truck-mounted and boom truck cranes, (G) multipurpose machines when configured to hoist and lower, by means of a winch or hook, and horizontally move a suspended load, (H) industrial cranes such as carry-deck cranes, (I) dedicated pile drivers when used in construction, demolition or excavation work, (J) service or mechanic trucks with a hoisting device, (K) cranes on monorails, (L) tower cranes such as fixed jib hammerhead boom, luffing boom and self-erecting, (M) pedestal cranes, (N) portal cranes, (O) overhead and gantry cranes, (P) straddle cranes, (Q) side boom cranes, (R) derricks, and (S) variations of such equipment; (4) "hoisting equipment", other than cranes, means motorized equipment (A) used in construction, demolition or excavation work, (B) at a construction site for a project, other than a project involving residential structures of less than four stories, the estimated cost of which is more than one million two hundred fifty thousand dollars, and (C) which has a manufacturer's rated hoisting or lifting capacity exceeding five tons and a manufacturer's rated maximum reach in excess of thirty-two feet; (5) "department" means the Department of Administrative Services; **[**and**]** (6) "apprentice" means a person who is not licensed under this chapter, who has filed an application for a license with the board and whose employer has

registered him or her with the board to learn crane operations or hoisting equipment operations under the direct supervision of a licensed operator in accordance with section 29-224c; and (7) "lessee" means a person, firm, partnership, corporation, limited liability company, association or other legal entity that rents or leases a crane or hoisting equipment.

Sec. 27. Section 29-222 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

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

Sec. 28. Subsection (b) of section 29-223a of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

(b) The provisions of this section shall not apply to: (1) Engineers under the jurisdiction of the United States, (2) engineers or operators employed by public utilities or industrial manufacturing plants, (3) any person operating either a bucket truck or a digger derrick designed and used for an electrical generation, electrical transmission, electrical distribution, electrical catenary or electrical signalization project, if such person: (A) Holds a valid limited electrical line contractor or

journeyman's license issued pursuant to chapter 393 or any regulation adopted pursuant to said chapter, or (B) has engaged in the installation of electrical line work for more than one thousand hours, or (C) has enrolled in or has graduated from a federally recognized electrical apprenticeship program, (4) persons engaged in (A) the recreational boating or fishing industry, except when engaged in construction-related work, or **[**in**]** (B) agriculture, **[**or arboriculture,**]** or (5) persons engaged in activities, or using equipment, excluded under section 29-221a.

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

(b) The provisions of subsection (a) of this section shall not apply to: (1) Engineers under the jurisdiction of the United States, (2) engineers or operators employed by public utilities or industrial manufacturing plants, (3) any person operating either a bucket truck or a digger derrick designed and used for an electrical generation, electrical transmission, electrical distribution, electrical catenary or electrical signalization project, if such person: (A) Holds a valid limited electrical line contractor or journeyman's license issued pursuant to chapter 393 or any regulation adopted pursuant to said chapter, or (B) has engaged in the installation of electrical line work for more than one thousand hours, or (C) has enrolled in or has graduated from a federally recognized electrical apprenticeship program, (4) persons engaged in (A) the recreational boating or fishing industry, except when engaged in construction-related work, or **[**in**]** (B) agriculture, **[**or arboriculture,**]** (5) persons engaged in activities, or using equipment, excluded under section 29-221a, or (6) persons operating equipment, except a tower crane, that can hoist, lower and horizontally move a suspended load and has a manufacturer's maximum rated hoisting or lifting capacity exceeding two thousand pounds but not exceeding ten thousand pounds who, pursuant to federal Occupational Safety and Health Administration Standard 1926.1427, are (A) certified by an accredited crane operator testing organization, (B) qualified by an audited

employer program, (C) qualified by the United States military, or (D) licensed pursuant to this chapter.

Sec. 30. Section 29-224b of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

The commissioner or any employee of the Department of Administrative Services, while engaged in the performance of **[**his or her**]** the commissioner's or employee's duties, may (1) enter at all reasonable hours into and upon any premises in or on which the commissioner or employee has reason to believe a crane or hoisting equipment is located for the purpose of carrying out the provisions of this chapter and the regulations adopted thereunder, (2) require a crane operator or hoisting equipment operator to produce for verification such operator's license issued under this chapter, (3) require a crane owner to produce for verification such owner's certificate of registration issued under this chapter, and (4) require a crane operator, hoisting equipment operator, crane owner, hoisting equipment owner or lessee to produce any document establishing an agreement between such operator, owner or lessee and a person, firm, partnership, corporation, limited liability company, association or other legal entity to perform crane or hoisting work on the premises.

Sec. 31. (NEW) (*Effective October 1, 2026*) (a) The Commissioner of Administrative Services or an employee of the Department of Administrative Services may issue a stop work order against a crane owner, crane operator, hoisting equipment owner, hoisting equipment operator, lessee or person that contracted with the owner, operator or lessee to perform crane or hoisting work, if the commissioner or employee determines that such owner, operator, lessee or person has committed one or more of the following violations: (1) Demonstrating incompetence or negligence, (2) permitting the operation of the owner's, operator's or lessee's crane in an unsafe manner, or (3) failing to comply with the provisions of section 29-223a of the general statutes, as amended by this act, or 29-224 of the general statutes, as amended by this act. For purposes of this section, the term "person" includes firms,

partnerships, corporations, limited liability companies, associations and any other legal entities.

(b) Such stop work order: (1) (A) Shall require the cessation of the owner's, operator's or lessee's crane, hoisting equipment or related lifting operations at the place or premises where the violation was determined to have occurred, and (B) shall not require the cessation of unrelated construction activities at such place or premises unless such activities present an immediate danger to any individual or property, (2) shall be effective when served upon the owner, operator or lessee and the person that contracted with the owner, operator or lessee to perform crane or hoisting work at the place or premises subject to such stop work order by posting notice of the stop work order in a conspicuous location at such place or premises, and (3) shall remain in effect until the commissioner (A) determines that the owner, operator, lessee or person has resolved the violation or violations that gave rise to the stop work order, and (B) issues an order releasing such stop work order.

(c) Any crane owner, crane operator, hoisting equipment owner, hoisting equipment operator, lessee or person who has been served with a stop work order pursuant to subsection (b) of this section may request an administrative hearing to contest such stop work order. Such request shall be made in writing to the commissioner not more than ten days after such owner, operator, lessee or person was served with such stop work order. Such hearing shall be conducted in accordance with the provisions of chapter 54 of the general statutes.

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

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

Sec. 32. Section 29-225 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

(a) The board may suspend or revoke a crane operator's license, a hoisting equipment operator's license or an apprentice's certificate, after notice and hearing in accordance with the provisions of chapter 54, upon a finding that the holder has demonstrated incompetence or **[**has been guilty of**]** negligence in the performance of **[**his or her**]** such holder's work.

(b) The board may suspend or revoke a crane owner's registration, after notice and hearing in accordance with the provisions of chapter 54, upon a finding that the holder has failed to properly maintain **[**his or her**]** such holder's crane or has permitted the operation of **[**his or her**]** such holder's crane in an unsafe manner.

(c) (1) The board may impose a civil penalty of not more than **[**three**]** five thousand dollars per violation per day on any crane or hoisting equipment owner or operator, **[**who violates**]** lessee or person that contracted with an owner, operator or lessee to perform crane or hoisting work, after notice and hearing in accordance with the provisions of chapter 54, upon a finding that the owner, operator or lessee has violated any provision of this chapter or any regulations adopted thereunder. For purposes of this section, the term "person" includes firms, partnerships, corporations, limited liability companies, associations and any other legal entities.

(2) The board may impose a civil penalty of not more than one thousand dollars per violation per day on any crane or hoisting equipment owner or operator or lessee, after notice and hearing in accordance with the provisions of chapter 54, upon a finding that the owner, operator or lessee has operated, or allowed the operation of, such owner's, operator's or lessee's crane or hoisting equipment without a valid license or certificate of registration, as applicable, issued under this chapter.

(3) If the board, after notice and hearing in accordance with the

provisions of chapter 54, finds that a crane or hoisting equipment owner or operator, lessee or person that contracted with an owner, operator or lessee to perform crane or hoisting work violated a stop work order issued pursuant to section 31 of this act, the board shall impose a fine of five thousand dollars per day for each day the stop work order was violated.

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

(e) The board, at any time after the issuance of a notice alleging a violation of any provision of this chapter or any regulation adopted thereunder, may accept, in lieu of a hearing in accordance with the provisions of chapter 54, an agreement by any person charged with such violation. Negotiations relating to any such agreement shall be confidential and not subject to disclosure pursuant to the Freedom of Information Act, as defined in section 1-200, but any such agreement itself shall be a public record for purposes of said act.

(f) The Commissioner of Administrative Services may apply for the enforcement of any civil penalty imposed pursuant to this section against any person who is not licensed as a crane or hoisting equipment operator or who has not obtained a registration of any crane under subsection (a) of section 29-224 to the superior court for the judicial district of Hartford, or to any judge thereof if the same is not in session, for an order (1) directing payment in full of any unpaid balance of such civil penalty, or (2) temporarily and permanently restraining and enjoining such person from performing or allowing the performance of the work of a crane or hoisting equipment operator. The application for such order, and for such other appropriate decree or process, shall be brought and the proceedings thereon conducted by the Attorney General.

Sec. 33. Section 10-285a of the 2026 supplement to the general statutes is amended by adding subsection (m) as follows (*Effective July 1, 2026*):

(NEW) (m) If a school building project for a new building or for the expansion of an existing building includes a technical education space or vocational agricultural center, the percentage determined pursuant to this section shall be increased by ten percentage points, but shall not exceed one hundred per cent, for the portion of the building used primarily for such technical education space or vocational agricultural center. Recipient districts shall maintain such technical education space or vocational agricultural center for at least ten years.

Sec. 34. (*Effective July 1, 2026*) Not later than July 1, 2027, each regional educational service center and the executive director of the Technical Education and Career System shall, in consultation with the Department of Education, conduct a survey of high school work-based learning programs provided in the region served by each regional education service center or offered by the Technical Education and Career System for the purpose of identifying the need for enhanced or new work-based learning programs to be provided by the regional education service center or Technical Education and Career System. Such survey shall include, but need not be limited to, (1) an inventory of work-based learning programs offered by a local or regional board of education and the Technical Education and Career System, (2) the number of students enrolled in such work-based learning programs offered by a local or regional board of education and the Technical Education and Career System, and (3) the total cost incurred by each school district and the Technical Education and Career System for each such work-based learning program. Each regional educational service center shall develop and maintain its own survey procedure and may conduct subsequent surveys as necessary.

Sec. 35. (*Effective from passage*) (a) Not later than January 1, 2027, the Commissioner of Education shall, in consultation with the Office of Workforce Strategy, establish a two-year pilot program to provide educator externships for certified educators in order to allow such educators to participate in experiential learning with private sector employers for the purpose of aligning classroom instruction with current industry standards and workforce needs. In developing such

program, the commissioner shall (1) establish criteria for identifying and screening employers for participation, (2) establish criteria for matching educators with externships based on subject matter relevance, (3) develop a curriculum that ensures incorporation of learned skills in the educator's future lesson plans, (4) establish eligibility for stipends for completion of an externship through such program by an educator, and (5) establish eligibility for grants for employers that participate in such program. The commissioner may contract with nongovernmental entities, including, but not limited to, nonprofit organizations, to carry out the provisions of this section.

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

Sec. 36. Section 31-3*l* of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

(a) The members of a board shall be appointed by the chief elected officials of the municipalities in the region in accordance with the provisions of an agreement entered into by such municipalities. In the absence of an agreement the appointments shall be made by the Governor. The membership of each board shall satisfy the requirements for a local board as provided under the Workforce Innovation and Opportunity Act and include a regional workforce navigator described in subsection (b) of this section.

(b) Each regional workforce navigator shall coordinate with the regional workforce development boards, the Governor's Workforce Council and the Labor Department in order to connect individuals participating in adult education programs with workforce opportunities, including, but not limited to, internships, apprenticeships, job shadowing opportunities and credentials offered in

the state. For purposes of this subsection "credential" has the same meaning as provided in section 10a-35b.

Sec. 37. (NEW) (*Effective October 1, 2026*) (a) The Labor Commissioner shall develop, in consultation with educational institutions , the regional workforce development boards and the Governor's Workforce Council, training on adult education programs in the state, including, but not limited to, funding streams for such programs and performance measures in order to ensure informed collaboration.

(b) Such training developed pursuant to subsection (a) of this section shall be provided annually to regional workforce navigators described in section 31-3*l* of the general statutes, as amended by this act.

Sec. 38. (*Effective from passage*) The Department of Education shall study the effectiveness and benefits of co-instruction models of teaching utilized by public schools, including, but not limited to, co-instruction models that allow individuals without a professional certification under chapter 166 of the general statutes to teach alongside a certified teacher. Not later than January 1, 2027, the department shall report the results of such study to the joint standing committee of the General Assembly having cognizance of matters relating to education, in accordance with the provisions of section 11-4a of the general statutes.

Sec. 39. Section 46a-60 of the 2026 supplement to the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

(a) As used in this section:

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

(2) "Reasonable accommodation" means, but is not limited to, being permitted to sit while working, more frequent or longer breaks, periodic rest, assistance with manual labor, job restructuring, light duty assignments, modified work schedules, temporary transfers to less strenuous or hazardous work, time off to recover from childbirth or

break time and appropriate facilities for expressing breast milk; and

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

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

(1) For an employer, by the employer or the employer's agent, except in the case of a bona fide occupational qualification or need, to refuse to hire or employ or to bar or to discharge from employment any individual or to discriminate against any individual in compensation or in terms, conditions or privileges of employment because of the individual's race, color, religious creed, age, sex, gender identity or expression, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, physical disability, including, but not limited to, blindness, status as a veteran, status as a victim of domestic violence, status as a victim of sexual assault or status as a victim of trafficking in persons;

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

(3) For a labor organization, because of the race, color, religious creed,

age, sex, gender identity or expression, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, physical disability, including, but not limited to, blindness, status as a veteran, status as a victim of domestic violence, status as a victim of sexual assault or status as a victim of trafficking in persons of any individual to exclude from full membership rights or to expel from its membership such individual or to discriminate in any way against any of its members or against any employer or any individual employed by an employer, unless such action is based on a bona fide occupational qualification;

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

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

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

(7) For an employer, by the employer or the employer's agent: (A) To terminate a woman's employment because of her pregnancy; (B) to refuse to grant to that employee a reasonable leave of absence for disability resulting from her pregnancy; (C) to deny to that employee, who is disabled as a result of pregnancy, any compensation to which

she is entitled as a result of the accumulation of disability or leave benefits accrued pursuant to plans maintained by the employer; (D) to fail or refuse to reinstate the employee to her original job or to an equivalent position with equivalent pay and accumulated seniority, retirement, fringe benefits and other service credits upon her signifying her intent to return unless, in the case of a private employer, the employer's circumstances have so changed as to make it impossible or unreasonable to do so; (E) to limit, segregate or classify the employee in a way that would deprive her of employment opportunities due to her pregnancy; (F) to discriminate against an employee or person seeking employment on the basis of her pregnancy in the terms or conditions of her employment; (G) to fail or refuse to make a reasonable accommodation for an employee or person seeking employment due to her pregnancy or condition related to menopause, unless the employer can demonstrate that such accommodation would impose an undue hardship on such employer; (H) to deny employment opportunities to an employee or person seeking employment if such denial is due to the employee's request for a reasonable accommodation due to her pregnancy or condition related to menopause; (I) to force an employee or person seeking employment affected by pregnancy or condition related to menopause to accept a reasonable accommodation if such employee or person seeking employment (i) does not have a known limitation related to her pregnancy or condition related to menopause, or (ii) does not require a reasonable accommodation to perform the essential duties related to her employment; (J) to require an employee to take a leave of absence if a reasonable accommodation can be provided in lieu of such leave; and (K) to retaliate against an employee in the terms, conditions or privileges of her employment based upon such employee's request for a reasonable accommodation;

(8) For an employer, by the employer or the employer's agent, for an employment agency, by itself or its agent, or for any labor organization, by itself or its agent, to harass any employee, person seeking employment or member on the basis of sex or gender identity or expression. If an employer takes immediate corrective action in response to an employee's claim of sexual harassment, such corrective

action shall not modify the conditions of employment of the employee making the claim of sexual harassment unless such employee agrees, in writing, to any modification in the conditions of employment. "Corrective action" taken by an employer, includes, but is not limited to, employee relocation, assigning an employee to a different work schedule or other substantive changes to an employee's terms and conditions of employment. Notwithstanding an employer's failure to obtain a written agreement from an employee concerning a modification in the conditions of employment, the commission may find that corrective action taken by an employer was reasonable and not of detriment to the complainant based on the evidence presented to the commission by the complainant and respondent. As used in this subdivision, "sexual harassment" means any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when (A) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (B) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (C) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment;

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

(10) For an employer, by the employer or the employer's agent, after informing an employee, pursuant to subdivision (9) of this subsection, of a workplace exposure to substances which may cause birth defects or constitute a hazard to an employee's reproductive system or to a fetus, to fail or refuse, upon the employee's request, to take reasonable measures to protect the employee from the exposure or hazard identified, or to fail or refuse to inform the employee that the measures taken may be the subject of a complaint filed under the provisions of this chapter. Nothing in this subdivision is intended to prohibit an employer from taking reasonable measures to protect an employee from exposure to such substances. For the purpose of this subdivision, "reasonable measures" are those measures which are consistent with business necessity and are least disruptive of the terms and conditions of the employee's employment;

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

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

(13) (A) For an employer or the employer's agent to deny an employee a reasonable leave of absence in order to: (i) Seek attention for injuries

caused by domestic violence, sexual assault or trafficking in persons, including for a child who is a victim of domestic violence, sexual assault or trafficking in persons, provided the employee is not the perpetrator of any act of domestic violence, sexual assault or trafficking in persons committed against a child; (ii) obtain services including safety planning from a domestic violence agency or rape crisis center, as those terms are defined in section 52-146k, as a result of domestic violence, sexual assault or trafficking in persons; (iii) obtain psychological counseling related to an incident or incidents of domestic violence, sexual assault or trafficking in persons, including for a child who is a victim of domestic violence, sexual assault or trafficking in persons, provided the employee is not the perpetrator of any act of domestic violence, sexual assault or trafficking in persons committed against a child; (iv) take other actions to increase safety from future incidents of domestic violence, sexual assault or trafficking in persons, including temporary or permanent relocation; or (v) obtain legal services, assisting in the prosecution of the offense, or otherwise participate in legal proceedings in relation to the incident or incidents of domestic violence, sexual assault or trafficking in persons.

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

trafficking in persons.

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

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

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

except to the extent such coverage is provided by Medicare. The terms of any such plan which covers twenty or more employees shall entitle any employee who has attained the age of sixty-five and any employee's spouse who has attained the age of sixty-five to group hospital, surgical or medical insurance coverage under the same conditions as any covered employee or spouse who is under the age of sixty-five.

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

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

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

(d) (1) An employer shall provide written notice of the right to be free from discrimination in relation to pregnancy, childbirth, menopause and related conditions, including the right to a reasonable accommodation to the known limitations related to pregnancy or condition related to menopause pursuant to subdivision (7) of subsection (b) of this section to: (A) New employees at the commencement of employment; (B) existing employees within one hundred twenty days of October 1, 2017; and (C) any employee who notifies the employer of her pregnancy or condition related to menopause within ten days of such notification. An employer may comply with the provisions of this section by displaying a poster in a

conspicuous place, accessible to employees, at the employer's place of business that contains the information required by this section in both English and Spanish. The Labor Commissioner may adopt regulations, in accordance with chapter 54, to establish additional requirements concerning the means by which employers shall provide such notice.

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

Sec. 40. Subsection (a) of section 46a-56 of the 2026 supplement to the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

(a) The commission shall:

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

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

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

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

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

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

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

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

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

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

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

(11) Develop, in conjunction with organizations that advocate on behalf of persons with menopause or related medical conditions, a model workplace policy regarding reasonable accommodations for menopause or related medical conditions and include such model

workplace policy on the commission's Internet web site; and

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

Sec. 41. Section 31-40w of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

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

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

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

(d) As used in this section, "employer" means a person engaged in business who has one or more employees, including the state and any political subdivision of the state; "employee" means any person engaged in service to an employer in the business of the employer; "reasonable efforts" means any effort that would not impose an undue hardship on

the operation of the employer's business; and "undue hardship" means any action that requires significant difficulty or expense when considered in relation to factors such as the size of the business, its financial resources and the nature and structure of its operation.

Sec. 42. (NEW) (*Effective October 1, 2026*) (a) For purposes of this section "employer" means any person, firm, business, educational institution, nonprofit agency, corporation, limited liability company or other entity that employs fifty or more individuals in the state.

(b) When an employer's place of business is closed due to inclement weather, an employer shall, if applicable, employ such employer's best efforts to allow an employee to perform such employee's duties remotely. No employer shall require an employee who is determined to be able to perform such employee's duties remotely to use any sick leave, vacation time, personal leave days or other accrued leave when such employee is performing such duties remotely.

Sec. 43. Section 19a-89e of the 2026 supplement to the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

(a) For purposes of this section:

(1) "Department" means the Department of Public Health;

(2) "Hospital" means an establishment for the lodging, care and treatment of persons suffering from disease or other abnormal physical or mental conditions and includes inpatient psychiatric services in general hospitals;

(3) "Assistive personnel" means personnel who are not licensed by the Department of Public Health and who engage in specifically delegated patient care activities; and

(4) "Direct care registered nurse" means a registered nurse licensed pursuant to chapter 378 whose primary responsibility is to provide direct patient care.

(b) Each hospital licensed by the department pursuant to chapter 368v shall report, not later than January first and July first annually, to the department on a prospective nurse staffing plan with a written certification that the nurse staffing plan developed pursuant to subsections (d) and (e) of this section is sufficient to provide adequate and appropriate delivery of health care services to patients in the ensuing period of licensure. Such plan shall promote a collaborative practice in the hospital that enhances patient care and the level of services provided by nurses and other members of the hospital's patient care team.

(c) (1) Each hospital shall establish a dedicated hospital staffing committee to assist in the preparation of the nurse staffing plan required pursuant to subsection (b) of this section. Direct care registered nurses employed by the hospital shall account for not less than fifty per cent and an odd number of members of the membership of each hospital's staffing committee. The total number of direct care registered nurses shall be one more than the total number of nondirect care registered nurses of such committee. Each hospital's staffing committee shall include broad-based representation across hospital services and include not less than two assistive personnel. When registered nurses employed by the hospital are members of a collective bargaining unit, (A) the collective bargaining unit shall select the direct care registered nurse members that comprise not less than fifty per cent of the total number of members of such committee, provided such selection is not prohibited conduct under the National Labor Relations Act, 29 USC 151, et seq., as amended from time to time, 5 USC 71, as amended from time to time, or the State Employee Relations Act, section 5-270, et seq., as amended from time to time, and (B) a representative of the collective bargaining unit shall provide the hospital with a list of multiple names of direct care registered nurses from which hospital management shall select the one additional direct care registered nurse member beyond the fifty per cent of the direct care registered nurse members. Direct care registered nurses or assistive personnel who are not members of a collective bargaining unit shall be selected for the committee through a process determined by the direct care registered nurses of the hospital.

[The hospital staffing committee that was in existence prior to October 1, 2023, shall solicit feedback from all direct care registered nurses employed by the hospital regarding what such process should entail. The direct care registered nurses who are members of such existing hospital staffing committee shall decide, by majority vote, the parameters of such process.**]** When assistive personnel employed by the hospital are members of a collective bargaining unit, the collective bargaining unit shall select the assistive personnel, provided such selection is not prohibited conduct under the National Labor Relations Act, 29 USC 151, et seq., as amended from time to time, 5 USC 71, as amended from time to time, or the State Employee Relations Act, section 5-270, as amended from time to time. Hospital management shall select the remaining members of such committee.

(2) Each hospital shall pay each employee who serves on the hospital staffing committee such employee's regular rate of pay, including differentials, for participation on the committee and consider, to the extent possible by the hospital, the time such employee serves on the committee as part of such employee's regularly scheduled work week. Each hospital shall ensure that direct care registered nurses have coverage to attend hospital staffing committee meetings.

(3) Each hospital staffing committee shall include two cochairpersons who have direct patient care experience, one of whom is a direct care registered nurse at the hospital who shall be elected by members of the committee who are direct care registered nurses, and one of whom shall be elected by members of the committee who are not direct care registered nurses. The committee shall take minutes of every meeting, make such minutes available to any member of the hospital staff upon request and submit such minutes to the Department of Public Health when requested by the department. A majority of the members of the staffing committee shall constitute a quorum for the transaction of staffing committee business. A decision made by the hospital staffing committee shall be made by a vote of a majority of the members present at the meeting. If a quorum of members present at a meeting comprises an equal number of members who are direct care registered nurses and

members who are not direct care registered nurses, a sufficient number of members who are not direct care registered nurses shall abstain from voting to allow a majority of the voting members to consist of direct care registered nurses.

(4) Each hospital shall notify each nurse on the nurse's date of hire, and annually thereafter, about the hospital staffing committee, including, but not limited to, the purpose of the committee, the criteria and process for becoming a member of the committee, the hospital's process for internal review of the nurse staffing plan and the hospital's mechanism for obtaining input from direct care staff, including direct care registered nurses and other members of the hospital's patient care team, in the development of the nurse staffing plan.

(d) Each hospital staffing committee shall develop the nurse staffing plan for the hospital. In developing such plan, the committee shall evaluate the most recent research regarding patient outcomes, share with hospital staff the procedures for communicating concerns to the committee regarding such plan and staffing assignments and review all reports regarding any such concerns and any objections or refusals by a registered nurse to participate in a staffing assignment made pursuant to subsection (h) of this section that were communicated to the committee. Each hospital shall implement such plan. Such plan shall: (1) Include the minimum professional skill mix for each patient care unit in the hospital, including, but not limited to, inpatient services, critical care and the emergency department; (2) identify the hospital's employment practices concerning the use of temporary and traveling nurses; (3) set forth the level of administrative staffing in each patient care unit of the hospital that ensures direct care staff are not utilized for administrative functions; (4) set forth the hospital's process for internal review of the nurse staffing plan; and (5) include the hospital's mechanism of obtaining input from direct care staff, including nurses and other members of the hospital's patient care team, in the development of the nurse staffing plan. In addition to the information described in subdivisions (1) to (5), inclusive, of this subsection, nurse staffing plans developed and implemented after January 1, 2016, shall include: (A) The

number of registered nurses providing direct patient care and the ratio of patients to such registered nurses by patient care unit; (B) the number of licensed practical nurses providing direct patient care and the ratio of patients to such licensed practical nurses, by patient care unit; (C) the number of assistive personnel providing direct patient care and the ratio of patients to such assistive personnel, by patient care unit; (D) the method used by the hospital to determine and adjust direct patient care staffing levels; and (E) a description of assistive personnel on each patient care unit. In addition to the information described in subdivisions (1) to (5), inclusive, of this subsection and subparagraphs (A) to (E), inclusive, of this subdivision, nurse staffing plans developed and implemented after January 1, 2017, shall include: (i) A description of any differences between the staffing levels described in the staffing plan and actual staffing levels for each patient care unit; and (ii) any actions the hospital intends to take to address such differences or adjust staffing levels in future staffing plans.

(e) On and after January 1, 2024, in addition to the information required pursuant to subsection (d) of this section, each nurse staffing plan shall include:

(1) Information about any objections to or refusals to comply with the nurse staffing plan by hospital staff that were communicated to the hospital staffing committee;

(2) Measurements of and evidence to support successful implementation of the nurse staffing plan;

(3) Retention, turnover and recruitment metrics for direct care registered nursing staff, including, but not limited to, the turnover rate per hospital unit during the preceding twelve months and the average years of experience of permanent direct care registered nursing staff per unit;

(4) The number of instances since the last nurse staffing plan was submitted when the hospital was not in compliance with such plan, including, but not limited to, the nurse staffing ratios set forth in such

plan, and a description of how and why such plan was not complied with and plans to avoid future noncompliance with such plan; and

(5) Certification that the hospital and its hospital staffing committee are meeting the requirements set forth in this section and a description of how each requirement is being met.

(f) Each hospital shall post the nurse staffing plan developed and adopted pursuant to subsections (d) and (e) **[**, inclusive,**]** of this section on each patient care unit in a conspicuous location visible and accessible to staff, patients and members of the public. Each hospital shall maintain accurate records, for not less than the preceding three years, of the ratios of patients to direct care registered nurses and patients to assistive personnel providing patient care in each direct care unit for each shift. Such records shall include the number of (1) patients in each unit on each shift, (2) direct care registered nurses assigned to each patient in each unit on each shift, and (3) assistive personnel providing patient care assigned to each patient in each unit on each shift. Each hospital shall make such records available, upon request, to the Department of Public Health, the staff of the hospital, any collective bargaining unit representing such staff, the patients of the hospital and members of the general public.

(g) No hospital shall require a registered nurse to undertake any patient care task that is beyond the scope of the nurse's license.

(h) A registered nurse may object to or refuse to participate in any activity, policy, practice or task assigned by a hospital if the registered nurse is not competently able based on education, training or experience to participate in the activity, policy, practice or task without compromising the safety of a specific patient. If a registered nurse objects or refuses to participate, the nurse shall immediately contact a supervisor for assistance or to allow the hospital to find a suitable replacement. Not later than twelve hours after objecting or refusing to participate, the registered nurse shall submit a form, developed by the hospital and approved by the Department of Public Health, that includes the following: (1) A detailed statement of the reasons that the

nurse objects or refuses to participate in the activity, policy, practice or task; (2) a description of how performing the activity, policy, practice or task would have compromised patient safety; and (3) the ways in which the activity, policy, practice or task was not consistent with the nurse's education, training, experience or job description. A hospital shall review and analyze each form submitted pursuant to this subsection through one or more of the hospital's committees or functions, including, but not limited to, the quality assessment and performance improvement program, risk management or patient safety, and make adjustments to nurse staffing assignments if necessary to improve patient safety. Each hospital shall provide the Department of Public Health with confidential access to the forms submitted to the hospital pursuant to this subsection upon request.

(i) If a registered nurse reasonably believes his or her participation in an activity, policy, practice or task would violate a provision of a nurse staffing plan or policy approved by the hospital's nurse staffing committee, the nurse may file a complaint with the nurse staffing committee on a form developed by the hospital and approved by the Department of Public Health. The hospital and its nurse staffing committee shall analyze the complaint and provide the Department of Public Health with an analysis of actions taken in response to such complaint. The department shall submit all complaint forms provided to it pursuant to this subsection with its biannual report required pursuant to subsection (n) of this section.

(j) No hospital shall discharge, retaliate against, discriminate against or take any other adverse action against a registered nurse or any aspect of the registered nurse's employment, including, but not limited to, discharge, promotion, reduction in compensation or changes to terms, conditions or privileges of employment, as a result of such nurse taking any of the actions described in this section, participation by the registered nurse in a hospital staffing committee or raising of concerns by the registered nurse regarding unsafe staffing or workplace violence, racism or bullying.

(k) Nothing in this section shall be construed to allow a nurse to abandon a patient or refuse to perform patient care activities (1) during an ongoing surgical procedure until such procedure is completed; (2) in a critical care unit, labor and delivery or emergency department until such nurse is relieved by another nurse; (3) in the case of a public health emergency; (4) in the case of an institutional emergency; or (5) in any instance where inaction or abandonment by the nurse would jeopardize patient safety.

(l) Nothing in this section shall prohibit a hospital, the Department of Public Health or the State Board of Examiners for Nursing from requiring a nurse to obtain additional training or continuing education consistent with the nurse's assigned roles and job description.

(m) Not later than January 1, 2016, and annually thereafter, the Commissioner of Public Health shall report, in accordance with the provisions of section 11-4a, to the joint standing committee of the General Assembly having cognizance of matters relating to public health concerning hospital compliance with reporting requirements under this section and recommendations concerning any additional reporting requirements.

(n) (1) Each hospital shall report biannually to the Department of Public Health, in a form and manner prescribed by the Commissioner of Public Health, whether it has been in compliance, for the previous six months, with at least eighty per cent of the nurse staffing assignments as required by any component outlined in the nurse staffing plan developed pursuant to subsections (d) and (e) of this section. Such report shall include, but need not be limited to, the date of each instance where the hospital varied from any component outlined in the nurse staffing plan developed pursuant to subsections (d) and (e) of this section and the unit in which such variation occurred. Each hospital shall submit such reports not later than January fifteenth for the most recent six-month period ending on January first, and not later than July fifteenth for the most recent six-month period ending on July first.

(2) Not later than October 1, 2026, and annually thereafter, each

hospital shall report to the Department of Public Health, in a form and manner prescribed by the Commissioner of Public Health, the nurse staffing plan developed pursuant to subsections (d) and (e) of this section. The commissioner shall post hospital staffing plans submitted pursuant to this subsection on the department's Internet web site.

(o) For a failure by a hospital to (1) establish or maintain a hospital staffing committee pursuant to subsection (c) of this section, (2) submit the **[**report**]** reports required by subsection (n) of this section to the Department of Public Health, (3) post the staffing plan pursuant to subsection (f) of this section, **[**or**]** (4) comply with at least eighty per cent of the nurse staffing assignments set forth in the nurse staffing plan, (5) comply with the provisions of section 19a-490*l*, or (6) implement a nurse staffing plan approved by a majority of the hospital staffing committee in accordance with the provisions of subsection (c) of this section, the Commissioner of Public Health shall issue an order that: (A) Requires the hospital to submit a corrective action plan to correct such noncompliance and implement such plan unless disapproved by the department not later than twenty business days after its submission; and (B) (i) imposes a civil penalty of **[**three**]** five thousand five hundred dollars for the first violation, or (ii) imposes a civil penalty of **[**five**]** seven thousand five hundred dollars for each subsequent violation. For purposes of this subsection, each of the following shall constitute a separate violation: (I) Each day a hospital fails to establish or maintain a hospital staffing committee pursuant to subsection (c) of this section, (II) each day a hospital fails to submit the reports required by subsection (n) of this section, (III) each day a hospital fails to post the staffing plan pursuant to subsection (f) of this section, (IV) each day a hospital fails to comply with at least eighty per cent of the nurse staffing assignments set forth in the nurse staffing plan, and (V) each violation of section 19a-490*l*. The commissioner shall post any order issued pursuant to this section on the department's Internet web site.

(p) (1) A hospital shall, not later than five business days after receipt of an order pursuant to subsection (o) of this section, submit a request in writing to the Department of Public Health for a hearing to contest

the order. If the hospital fails to submit such a request not later than five business days after such receipt, the order shall be deemed a final order of the department, effective upon the expiration of such five business days. After receipt of a timely request for a hearing, the department shall set the matter down for a hearing as a contested case in accordance with the provisions of chapter 54.

(2) Each hospital shall pay any civil penalties imposed pursuant to subsection (o) of this section not later than fifteen days after the final date by which an appeal may be taken as provided in section 4-183 or, if an appeal is taken, not later than fifteen days after the final judgment on such appeal. If such penalties or the expenses of an audit ordered under subsection (q) of this section are not paid by the hospital, the Commissioner of Public Health shall notify the Commissioner of Social Services who shall be authorized to immediately withhold from the hospital's next medical assistance payment, an amount equal to the amount of the civil penalty and audit expenses.

(q) The Commissioner of Public Health may order an audit of the nurse staffing assignments of each hospital to determine compliance with the nurse staffing assignments for each hospital unit set forth in the nurse staffing plan developed pursuant to subsections (d) and (e) of this section. Such audit may include an assessment of the hospital's compliance with the requirements of this section for the content of such plan, accuracy of reports submitted to the department and the membership of the hospital staffing committee. In determining whether to order an audit, the commissioner shall consider whether there has been consistent noncompliance by the hospital with the nurse staffing plan, fear of false reporting by the hospital or any other health care quality safety concerns. The hospital that is subject to the audit shall pay the cost of the audit. The audit shall not affect the conduct by the hospital of peer review as defined in section 19a-17b.

Sec. 44. (NEW) (*Effective from passage*) (a) For the fiscal year ending June 30, 2027, and each fiscal year thereafter, the Department of Public Health shall, within available appropriations, administer a state-wide

certified nursing assistant training program. Under the program, the department shall provide grants to organizations that provide education and training to prospective certified nursing assistants in the state. An organization may submit an application for a grant under this section in a form and manner prescribed by the Commissioner of Public Health.

(b) Not later than December 31, 2028, and biennially thereafter, the department shall prepare a report on the implementation of the program. Such report shall include, but need not be limited to, an evaluation of the success of the program.

Sec. 45. (NEW) (*Effective October 1, 2026*) (a) (1) Not later than January 1, 2027, and annually thereafter, in accordance with the findings of the study described in subsection (b) of this section, the Labor Commissioner shall update the informational web page, hosted on the Internet web site of the Labor Department, which serves as a central repository of information, resources and materials, including links to external sources of such information, resources and materials, regarding job training, career counseling, workforce development organizations, employers who are veteran and military-friendly or who establish and commit to meeting targets for the hiring of veterans and current and former members of the armed forces and other topics relevant to the state's population of current and former members of the armed forces who may be transitioning from military service to a professional occupation in the civilian workforce. On and after January 1, 2027, the commissioner shall (A) conspicuously post on such informational web page details of relevant employment assistance programming administered by the Military Department, as described in section 46 of this act, and the job fair conducted by the Department of Veterans Affairs, as described in section 47 of this act, and (B) undertake efforts to optimize the visibility of such informational web page in Internet search engine results.

(2) On and after January 1, 2027, the Labor Commissioner, in consultation with the Commissioner of Veterans Affairs and the

Adjutant General, shall annually solicit known and reputable providers of the information, resources and materials described in subdivision (1) of this subsection for items to be included on the informational web page described in said subdivision.

(b) (1) Not later than January 1, 2028, the Labor Commissioner shall study models from other states within the region that deploy technology, including, but not limited to, artificial intelligence, as defined in section 4-68jj of the general statutes, to connect current and former members of the armed forces with prospective employers based on such members' military occupational specialties, educational backgrounds and professional backgrounds. The commissioner shall use the findings from such study to update the informational web page described in subdivision (1) of subsection (a) of this section.

(2) Not later than February 1, 2028, the Labor Commissioner shall submit a report on the commissioner's findings and recommendations to the joint standing committee of the General Assembly having cognizance of matters relating to veterans' and military affairs, in accordance with the provisions of section 11-4a of the general statutes.

(c) (1) On and after January 1, 2027, the Commissioner of Veterans Affairs shall send a biweekly electronic mail newsletter, containing relevant resources and materials included on the informational web page described in subdivision (1) of subsection (a) of this section, to interested recipients. The Labor Commissioner shall make available on such informational web page a form through which interested persons can request to receive such biweekly electronic mail newsletter, and shall each month forward to the Commissioner of Veterans Affairs the electronic mail addresses of those interested recipients who have made such request during the preceding month.

(2) On and after January 1, 2027, the Commissioner of Veterans Affairs shall conspicuously post on the Internet web site of the Department of Veterans Affairs a link to the informational web page described in subdivision (1) of subsection (a) of this section.

Sec. 46. (NEW) (*Effective October 1, 2026*) (a) Not later than January 1, 2028, the Adjutant General, in consultation with the Labor Commissioner and within existing resources, shall increase promotion of, and periodically make improvements to, the state-based employment assistance program developed and administered by the Military Department for the provision of advice and information to current and former members of the armed forces, including members of any reserve component thereof, and of the National Guard, who are considering available educational and occupational opportunities. The Adjutant General and the Labor Commissioner shall tailor such promotion and improvements to better supplement the federal transition assistance program administered by the United States Department of Defense.

(b) On and after January 1, 2027, at each inactive duty training weekend conducted in the state by any reserve component of the armed forces or by the National Guard, the Adjutant General shall post, in conspicuous locations throughout the site of such inactive duty training weekend, signage containing a quick response code that current members of such reserve component or the National Guard can use to access the informational web page described in subdivision (1) of subsection (a) of section 45 of this act.

Sec. 47. (NEW) (*Effective October 1, 2026*) (a) The Commissioner of Veterans Affairs shall hold, annually and at locations throughout the state, a one-day "Stand Down" event that offers services, supplies or assistance to any veteran.

(b) On and after January 1, 2028, the Commissioner of Veterans Affairs shall include, as part of an event described in subsection (a) of this section, a job fair to promote employment of current and former members of the armed forces, including members of any reserve component thereof, and of the National Guard. In holding such job fair, the Commissioner of Veterans Affairs may coordinate with the Labor Commissioner to invite representatives of employers in the state to attend and present at such job fair for purposes of providing

information about prospective employment opportunities with such employers. The Commissioner of Veterans Affairs shall publicize such job fair on the Internet web site of the Department of Veterans Affairs and shall include information about such job fair in the biweekly electronic mail newsletter described in subdivision (1) of subsection (c) of section 45 of this act.

Sec. 48. Section 14-11k of the 2026 supplement to the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

(a) As used in this section, "veteran" means a veteran, as defined in section 14-36h, who has verification from the Department of Veteran Affairs that such person or member is a veteran.

(b) Notwithstanding the provisions of subsection (a) of section 1-1h, subsection (a) of section 14-41 and subsection (a) of section 14-50a concerning fees, the Commissioner of Motor Vehicles shall waive the fee for a motor vehicle operator's license or an identity card renewal or duplication for any applicant who is a veteran while attending **[**a one-day event that offers services, supplies or assistance to veterans and is hosted by the Department of Veteran Affairs**]** an event described in subsection (a) of section 47 of this act. For any such renewal application made earlier than six months prior to the date on which an applicant's motor vehicle operator's license or identity card expires, the commissioner shall issue to such applicant a voucher entitling such applicant to renewal of such applicant's motor vehicle operator's license or identity card, free of charge, during such six-month period.

Sec. 49. (*Effective from passage*) (a) Not later than August 1, 2026, the Commissioner of Economic and Community Development shall consult with the Labor Commissioner, the Commissioner of Veterans Affairs and any other official, organization or entity the Commissioner of Economic and Community Development deems appropriate for the purpose of developing legislative recommendations for promoting employment in the state of current and former members of the armed forces, including members of any reserve component thereof, and of the

National Guard. In developing such legislative recommendations, the Commissioner of Economic and Community Development may examine the efficacy of various incentives, including, but not limited to, tax credits, wage subsidies and reimbursements for training.

(b) Not later than January 15, 2027, the Commissioner of Economic and Community Development shall submit a report containing the legislative recommendations developed pursuant to subsection (a) of this section to the joint standing committees of the General Assembly having cognizance of matters relating to labor, veterans and military affairs and economic development, in accordance with the provisions of section 11-4a of the general statutes.

Sec. 50. Section 31-13a of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

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

(b) If the record of hours is furnished electronically pursuant to subsection (a) of this section, the employer shall provide a means for each employee to securely, privately and conveniently access and print such record. The employer shall incorporate reasonable safeguards regarding any information contained in the record furnished electronically pursuant to subsection (a) of this section to protect the confidentiality of an employee's personal information.

(c) (1) For purposes of this subsection, "employer" means a person

engaged in any activity, enterprise or business who employs fifty or more employees, including the state and any political subdivision thereof.

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

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

Sec. 51. Section 31-40z of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

(a) As used in this section:

(1) "Benefits" means health insurance benefits, retirement benefits, fringe benefits, paid leave and any other compensation other than wages to be offered with a position;

[(1)**]** (2) "Employer" means any individual, corporation, limited liability company, firm, partnership, voluntary association, joint stock association, the state and any political subdivision thereof and any public corporation within the state using the services of one or more employees for pay;

[(2)**]** (3) "Employee" means any individual employed or permitted to work by an employer;

[(3)**]** (4) "Wages" means compensation for labor or services rendered by an employee, whether the amount is determined on a time, task, piece, commission or other basis of calculation; and

[(4)**]** (5) "Wage range" means the range of wages an employer **[**anticipates relying on when setting wages**]** sets in good faith for a position, and may include reference to any applicable pay scale, previously determined range of wages for the position, actual range of wages for those employees currently holding **[**comparable**]** equivalent positions or the employer's budgeted amount for the position.

(b) No employer shall:

(1) Prohibit an employee from disclosing or discussing the amount of **[**his or her**]** such employee's wages or the wages of another employee of such employer that have been disclosed voluntarily by such other employee;

(2) Prohibit an employee from inquiring about the wages of another employee of such employer;

(3) Require an employee to sign a waiver or other document that denies the employee **[**his or her**]** such employee's right to disclose or discuss the amount of **[**his or her**]** such employee's wages or the wages of another employee of such employer that have been disclosed voluntarily by such other employee;

(4) Require an employee to sign a waiver or other document that denies the employee **[**his or her**]** such employee's right to inquire about the wages of another employee of such employer;

(5) Inquire or direct a third party to inquire about a prospective employee's wage and salary history unless a prospective employee has voluntarily disclosed such information, except that this subdivision shall not apply to any actions taken by an employer, employment

agency or employee or agent thereof pursuant to any federal or state law that specifically authorizes the disclosure or verification of salary history for employment purposes. Nothing in this section shall prohibit an employer from inquiring about other elements of a prospective employee's compensation structure, as long as such employer does not inquire about the value of the elements of such compensation structure;

(6) Discharge, discipline, discriminate against, retaliate against or otherwise penalize any employee who discloses or discusses the amount of **[**his or her**]** such employee's wages or the wages of another employee of such employer that have been disclosed voluntarily by such other employee;

(7) Discharge, discipline, discriminate against, retaliate against or otherwise penalize any employee who inquires about the wages of another employee of such employer;

(8) Fail or refuse to provide an applicant for employment the wage range for a position for which the applicant is applying and a general description of the benefits to be offered with such position, if such position has not been made available to an applicant pursuant to an internal or public job advertisement, upon the earliest of (A) the applicant's request, or (B) prior to **[**or at the time the applicant is made an offer of compensation; or**]** any discussion of compensation with the applicant or an offer of compensation to the applicant;

(9) Fail or refuse to provide an employee the wage range for the employee's position and a general description of the benefits to be offered with such position upon (A) the hiring of the employee, (B) a change in the employee's position with the employer, or (C) the employee's first request for a wage range;

(10) Fail or refuse to disclose in an internal or public job advertisement for a position the wages or wage range for such position and a general description of the benefits to be offered with such position; or

(11) Retaliate or discriminate against an applicant or employee, including, but not limited to, refusing to interview or hire a prospective employee, refusing to promote an employee or terminating an employee for exercising such applicant's or employee's rights under this section.

(c) Nothing in this section shall be construed to require any employer **[**or employee to disclose the amount of wages paid to any employee**]** to post a job advertisement if such employer utilizes an alternative method of hiring or recruiting for a position.

(d) An action to redress a violation of subsection (b) of this section may be maintained in any court of competent jurisdiction by any one or more employees or prospective employees. An employer who violates subsection (b) of this section may be found liable for (1) statutory damages of not less than five hundred dollars and not more than five thousand dollars or compensatory damages, whichever is greater, (2) attorney's fees and costs, (3) punitive damages, and (4) such legal and equitable relief as the court deems just and proper.

(e) **[**No action shall be brought for any**]** An action for a violation of subsection (b) of this section **[**except within**]** may be brought not later than two years after such violation.

(f) The provisions of this section shall apply to any position in which the duties of such position will be performed within the state or in which the duties for such position will be performed outside of the state but requires the employee performing such duties to report to a supervisor, office or other worksite located within the state.

Sec. 52. (NEW) (*Effective from passage*) The State Fire Administrator shall establish and administer a grant program for the purposes of providing grants-in-aid to junior firefighter programs run by volunteer fire departments. The State Fire Administrator shall post in a conspicuous place on the Division of Fire Services within the Department of Emergency Services and Public Protection's Internet web site a description of the grant program, including, but not limited to,

eligibility criteria and the application process for the program. A junior firefighter program shall apply for such grants on such forms and in such manner as determined by the State Fire Administrator.

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	*July 1, 2026*	New section
Sec. 22	*from passage*	New section
Sec. 23	*October 1, 2026*	New section
Sec. 24	*July 1, 2026*	New section
Sec. 25	*July 1, 2026*	New section
Sec. 26	*October 1, 2026*	29-221
Sec. 27	*October 1, 2026*	29-222
Sec. 28	*October 1, 2026*	29-223a(b)
Sec. 29	*October 1, 2026*	29-224(b)
Sec. 30	*October 1, 2026*	29-224b
Sec. 31	*October 1, 2026*	New section
Sec. 32	*October 1, 2026*	29-225
Sec. 33	*July 1, 2026*	10-285a(m)
Sec. 34	*July 1, 2026*	New section

Sec. 35	*from passage*	New section
Sec. 36	*October 1, 2026*	31-3*l*
Sec. 37	*October 1, 2026*	New section
Sec. 38	*from passage*	New section
Sec. 39	*October 1, 2026*	46a-60
Sec. 40	*October 1, 2026*	46a-56(a)
Sec. 41	*October 1, 2026*	31-40w
Sec. 42	*October 1, 2026*	New section
Sec. 43	*October 1, 2026*	19a-89e
Sec. 44	*from passage*	New section
Sec. 45	*October 1, 2026*	New section
Sec. 46	*October 1, 2026*	New section
Sec. 47	*October 1, 2026*	New section
Sec. 48	*October 1, 2026*	14-11k
Sec. 49	*from passage*	New section
Sec. 50	*October 1, 2026*	31-13a
Sec. 51	*October 1, 2026*	31-40z
Sec. 52	*from passage*	New section

APP *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 27 $	FY 28 $
Comptroller	GF - Cost	500,000	None
Education, Dept.	GF - Cost	Up to 500,000	See Below
Social Services, Dept.	GF - Cost	Approximately 182,000	Approximately 182,000
Department of Developmental Services	GF – Potential Cost	At least 180,000	At least 180,000
Labor Dept.	GF - Cost	162,139	310,852
State Comptroller - Fringe Benefits[1]	GF/Various - Cost/Potential Cost	See Below	See Below
Military Dept.	GF - Potential Cost	None	Up to 224,963
Resources of the General Fund	GF - Revenue Gain	58,000	58,000
Department of Veterans' Affairs	GF - Cost	50,000	50,000
University of Connecticut	OF - Revenue Loss	Potential Significant	Potential Significant
Various State Agencies; UConn Health Ctr.	Various - Potential Cost	Potential Significant	Potential Significant
Connecticut State Colleges and Universities	OF - Net Revenue Loss	See Below	See Below
Department of Administrative Services - Workers' Comp. Claims	App Fund - Potential Cost	See Below	See Below
Department of Administrative Services; Department of Emergency Services and Public Protection; Treasurer, Debt Serv.	GF - Potential Cost	See Below	See Below

[1]The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 41.82% of payroll in FY 27.

Labor Dept.	GF - Potential Revenue Gain	See Below	See Below
Public Health, Dept.	GF - Cost	See Below	See Below
Connecticut Housing Finance Authority (CHFA)	CHFA - Cost/Potential Revenue Impact	Minimal	Minimal
Human Rights & Opportunities, Com.	GF - Potential Cost	Minimal	Minimal
Human Rights & Opportunities, Com.; Labor Dept.; Public Health, Dept.	GF - Potential Revenue Gain	Minimal	Minimal

Note: App Fund=All Appropriated Funds; Various=Various; GF=General Fund; CHFA=Resources of CHFA; OF=Other Funds

Municipal Impact:

Municipalities	Effect	FY 27 $	FY 28 $
Various Municipalities; Local and Regional School Districts	STATE MANDATE[2] - Potential Cost	See Below	See Below
All Municipalities	Potential Revenue Loss	See Below	See Below
Various Municipalities	Potential Cost/Potential Revenue Gain	See Below	See Below
All Municipalities; Local and Regional School Districts	Potential Cost	Potential	Potential

Explanation

The bill results in the fiscal impacts described below.

Section 1 results in potentially significant costs annually beginning in FY 27 to the UConn Health Center and other state agencies that employ health care providers. It does so by establishing indemnification and hold harmless provisions for these workers. The magnitude is dependent on damages awarded and associated legal costs.

Section 4 expands the current prohibition on employment

[2] State mandate is defined in Sec. 2-32b(2) of the Connecticut General Statutes, "state mandate" means any state initiated constitutional, statutory or executive action that requires a local government to establish, expand or modify its activities in such a way as to necessitate additional expenditures from local revenues.

promissory notes to include all employers, regardless of size (under current law, employers with 25 or fewer employees are exempt). This results in a potential minimal revenue gain to the Department of Labor (DOL) to the extent violations occur and penalties are collected from previously exempt employers. Per CGS Sec. 31-69a, the penalty is $300 per violation.

Section 6 prevents municipal parking violations from being enforced on health care providers when certain requirements are met. This results in a potential revenue loss to municipalities beginning in FY 27 to the extent fewer parking violations are enforced and collected.

Section 8 results in a potential cost to the Department of Administrative Services – Worker's Compensation Claims and various self-insured municipalities beginning in FY 27 to the extent qualified public works personnel apply for workers' compensation benefits due to the expanded population eligible for such benefits under this section.

Any potential increase in the number of workers' compensation claims resulting from this section is not anticipated to be great enough to result in a fiscal impact to the Workers' Compensation Commission.

Section 9 results in a potential, minimal cost to local and regional school districts annually beginning in FY 27. The section requires local and regional school districts to hire third party hearing officers for all hearings regarding the termination of a tenured teacher and allows districts to request a copy of the transcript so long as they bear the cost of the copy. Currently either a hearing officer or a board of education subcommittee may conduct the hearing. The cost of the hearings will be shared by all involved parties as under current law.

The cost of the section to a district will vary based on the number of hearings conducted, the rate charged by such officers, whether in the absence of the section the district would have chosen to instead use a subcommittee, and the cost of any requested transcripts. Any cost is expected to be minimal, as such hearings are rare.

Section 10 expands existing worker retention requirements to include a broader range of service contracts and covered locations. This results in (1) a cost to the DOL of $86,681 in FY 27 (partial year cost) and $112,907 in FY 28, (2) a cost to the State Comptroller-Fringe Benefits account of $32,179 (partial year cost) and $42,906 in FY 28, (3) a potential revenue gain to the DOL, and (4) a potential cost to municipalities and districts.

State Impact:

This section changes how complaints are currently handled by allowing employees to file complaints with the DOL and requiring the agency to hold hearings instead of bringing action to the Superior Court[3]. To accommodate this change, the agency would need to hire one additional staff attorney for its Legal Division (annualized cost of $102,597 for salary, $10,311 for overhead, and $42,906 for fringe benefits).

Additionally, this section increases penalties for violations from up to $100 to up to $500 per employee or service worker for each day the violation continues. This results in a potential revenue gain to the DOL to the extent violations are found and penalties are paid.

Municipal Impact:

This section requires certain vendors providing contracted services to municipalities and school districts to retain their predecessors' employees for at least 90 days. This results in a potential cost to municipalities and districts, beginning in FY 27, associated with increased personnel and vendor costs. The potential cost to a municipality or district depends on the terms of existing and future contracts, and the terms of a contract that a municipality or district would have entered into in the absence of the section's provisions.

There is also a potential cost to municipalities and districts associated

[3] The court system disposes of over 250,000 cases annually and any decrease in cases as a result of this section is not anticipated to be great enough to result in savings.

with violating the provisions of this section including: (1) making backpay or compensatory damage payments if the DOL determines the municipality or district violated the terms of this section; and (2) a penalty of up to $500 per day per worker for which the provisions of the section were violated. The cost to a municipality or district depends on the violation of the section's provisions and DOL's ruling in a hearing.

Section 11 extends health insurance coverage under a partnership plan to survivors of unpaid volunteer firefighters killed in the line of duty, resulting in a net neutral fiscal impact to the state and municipalities facilitating coverage as the premium costs will be reimbursed by the Fallen Officer Fund.

Section 12 extends health insurance coverage under the state employee health plan to survivors of unpaid volunteer firefighters and state marshals who die resulting from injuries sustained while on duty, resulting in a cost to the State Comptroller – Fringe Benefits of less than $40,000 annually beginning in FY 27 for the cost of medical premiums per qualifying beneficiary to the extent they elect coverage.

Section 13 allows state employees to elect to pay union fees through payroll deductions resulting in a one-time cost to the Office of the State Comptroller of $500,000 in FY 27 for IT costs to update the state's financial system.

Sections 16 – 18 result in a net revenue loss to Connecticut State Colleges and Universities (CSCU) and a significant revenue loss to UConn beginning in FY 27. The sections require the constituent units to waive tuition for a variety of first responders.

First responders who may receive a tuition waiver under the bill's provisions include: (1) paid and volunteer firefighters, sworn state and local police officers, and emergency medical services (EMS) personnel employed (or serving) in Connecticut for at least five years; and (2) any student attending a state fire school. There are an estimated 42,900[4] paid

[4] This figure does not include students attending a state fire school.

and volunteer firefighters, sworn police officers, and EMS workers in the state. It is unknown how many have been employed or serving in Connecticut for at least five years.

The revenue loss to the constituent units will vary based on the number of first responders who receive a tuition waiver, which could be significant. The table below shows the per student value of a tuition waiver at UConn and CSCU. It also shows what the potential revenue loss would be in FY 27 if an additional 500, 1,000, and 1,500 students received the waiver at each institution.

Examples of Tuition Waiver Value, FY 27			
FY 27 Per Student Value	17,010	6,998	4,608
# Addt'l Students Receiving Waiver	**UConn Est. Revenue Loss $**	**CSUs Est. Revenue Loss $**	**CT State Est. Revenue Loss**
500	8,505,000	3,499,000	2,304,000
1,000	17,010,000	6,998,000	4,608,000
1,500	25,515,000	10,497,000	6,912,000

To the extent that this tuition waiver results in increased enrollment at CSCU, the above described revenue loss is partially offset by an increase in revenue from fees. The extent of such offsetting revenue gain will depend on the number of first responders who attend CSCU due to the bill's tuition waiver. UConn is not anticipated to experience an increase in fee revenue due to this provision.

Section 19 requires the Connecticut Housing Finance Authority (CHFA) to establish a new program of mortgage assistance for certain first responders, which results in costs to CHFA from the authority's own resources beginning in FY 27 associated with developing and

marketing the program.[5]

If CHFA provides first responders with existing first-time homebuyer mortgage products at a reduced interest rate, changes to CHFA's operating revenues are anticipated to be minimal.

Costs or revenue loss for providing other forms of assistance would depend on: (1) the number of first responders assisted and (2) the type of assistance provided. Given the low utilization rate of CHFA's other occupation-specific mortgage assistance programs, the bill is not anticipated to materially change the rate of spending.[6]

Section 21 requires the Office of the State Fire Marshal (OSFM) to develop, coordinate, and implement a plan to promote the firefighter profession. This results in a potential cost to the Department of Administrative Services dependent upon the size and scope of the promotional campaign implemented by OSFM.

Section 22 requires the Department of Emergency Services and Public Protection (DESPP), in conjunction with the Department of Mental Health and Addiction Services, to expand the CRISIS program statewide by January 1, 2027. PA 25-168, the FY 26 and FY 27 Budget, provides funding for DESPP to expand the CRISIS program statewide beginning in FY 27, therefore the agency is expected to meet the requirements of this section within existing resources.

Section 23 allows municipalities not participating in the Connecticut Municipal Employees' Retirement System to create a deferred retirement option plan resulting in the following potential costs: (1) $50,000 for a feasibility study, (2) $50,000 for an actuarial evaluation within four-years of the plan's inception, (3) administration expenses,

[5] CHFA is a quasi-public authority that issues its own federally tax-exempt and taxable mortgage revenue bonds. The authority pays its operating expenses using funds derived from the excess of interest income from loans over bond interest expenses.

[6] In 2025, CHFA assisted approximately 3,800 first-time homebuyers. Of these buyers, 27 utilized the Teachers Mortgage Assistance Program, 64 utilized the Military Homeownership Program, and 7 utilized the Police Officer Homeownership Program.

and (4) employer contributions.

Section 25 results in a cost to the Department of Social Services (DSS) of approximately $182,000 in both FY 27 and FY 28 and a related federal grants revenue gain of $58,000 in both years. State costs include $100,000 for fiscal intermediary (FI) contract increases, as well as funding for one full-time Health Program Associate with an approximate annual salary of $82,000 to manage the collection and posting of FI quarterly reports. The Office of the State Comptroller (OSC) will incur at least $34,000 in associated fringe benefit costs.

To the extent the Department of Developmental Services (DDS) is required to assist DSS with data collection, the department will incur staffing costs of at least $180,000 for two Associate Fiscal/Administrative Officer positions (at an annual salary of $90,309 each). The Office of the State Comptroller (OSC) will incur at least $75,000 in associated fringe benefit costs.

Section 33 increases the reimbursement rate for some school construction projects if the project includes a technical education space or vocational agricultural center. To the extent projects are found to be eligible for the reimbursement increase and relevant projects are proposed, approved, and completed, there would be increased costs to the state (paid by General Obligation bonds, leading to an increase in General Fund debt service) and increased revenue to involved municipalities. The impact of the increased reimbursements for future projects on the school construction priority list will be reflected when such projects are considered by the legislature in the future.

Section 35 establishes a two-year pilot program for certified educator externships with private sector employers. This results in a cost to the State Department of Education (SDE) in both FY 28 and FY 29 related to program development, administration, stipends to participating educators, and grants to employers. The cost is dependent on the provisions of the pilot program, particularly the grant and stipend amounts along with the number of participants, and necessary contracts.

Section 37 requires the Labor Commissioner to develop and deliver training on adult education programs and to regional workforce navigators. This results in a cost to the (1) DOL of $75,458 in FY 27 (partial year cost) and $97,945 in FY 28, and (2) State Comptroller-Fringe Benefits account of $27,915 (partial year cost) in FY 27 and $37,220 in FY 28. This cost reflects the hiring of one Program Service Coordinator (annualized cost of $89,000 for salary, $8,945 for overhead, and $37,220 for fringe benefits) to develop and deliver the required trainings.

Section 38 requires SDE to study co-instruction models of teaching which results in a cost to SDE of up to $500,000 in FY 27. It is anticipated SDE will require the additional funding for contracting services related to completing the study by January 1, 2027 as required by the bill.

Sections 39 and 40 prohibit menopause-related employment discrimination, resulting in a potential minimal cost and minimal potential revenue gain to the Commission on Human Rights and Opportunities (CHRO) beginning in FY 27. The sections: (1) expand the definition of a "discriminatory practice" under the CHRO laws to include failure to provide reasonable accommodation for menopause-related conditions, (2) require employers to notify employees of their rights to reasonable accommodation and to be free from menopause-related discrimination, and (3) require CHRO in concert with stakeholders to develop a model workplace policy and educational materials concerning menopause.

The exact cost and revenue gain will depend on the number of additional CHRO proceedings brought and fines imposed in response to this section. These impacts are expected to be minimal.

Section 41 requires employers to provide reasonable break time for breastfeeding employees. This results in a potential minimal revenue gain to the DOL to the extent violations occur and penalties are collected. Per CGS Sec. 31-69a, the penalty is $300 per violation[7].

[7] According to the agency, no civil penalties have been collected over the past few years.

Section 43 expands the scope of hospital nurse staffing plan compliance requirements and increases both the frequency[8] and magnitude[9] of civil penalties for related violations, resulting in a potential revenue gain to the General Fund beginning in FY 27. The extent of the revenue gain, if any, is dependent on the number of violations.

Section 44 requires Department of Public Health (DPH) to administer a state-wide certified nursing assistant training grant program, resulting in a cost beginning in FY 27, dependent on funding provided. DPH would award grants to organizations that provide education and training to prospective certified nursing assistants in the state.

Section 45 establishes several requirements for the DOL related to veteran and military member career support, including a study of models from other states in the region that deploy technology to connect such individuals with prospective employers. This results in a cost of up to $100,000 in FY 28 for the hiring of a consultant to conduct such study.

Section 46 requires the Military Department to increase promotion of and periodically improve its employment assistance program, resulting in a potential cost to the Military Department of up to $224,963 and a potential cost to the State Comptroller of up to $89,898 beginning in FY 28. Depending on the extent to which the department improves and promotes the program and how many transitioning servicemembers participate, the department may need to hire one Program Manager and one Executive Assistant II.[10] Costs of equipment and supplies for these positions are not expected to exceed $10,000 annually.

Section 47 requires the Department of Veterans Affairs (DVA) to hold an annual "Stand Down" event at multiple locations around the

[8] This section constitutes each day of noncompliance as a separate violation, as well as each individual violation of nurse overtime limits.
[9] The section increases associated civil penalties from $3,500 to $5,500 for the first violation, and from $5,000 to $7,500 for each subsequent violation.
[10] The starting salaries for these positions are $98,695 and $116,268, respectively. The total estimated fringe benefits cost for these positions is $89,898.

state, which must include a job fair to promote the hiring of current and former members of the armed services, reserves, and National Guard. DVA currently holds six such annual events around the state that include employers and workforce development providers. These events are currently funded through the agency's Institutional General Welfare Fund. Due to the depletion of this fund, it is estimated that DVA will require $50,000 beginning in FY 27 to continue to sponsor "Stand Down" events.

Section 50, which requires employers with 50 or more employees to create a guide for their employees with the pay codes that the employer uses, results in a potential minimal revenue gain to the DOL to the extent violations occur and fines are paid. Per CGS Sec. 31-69a, the penalty is $300 per violation.

Section 52 establishes a program within DESPP for providing grants to junior firefighter programs run by volunteer fire departments. This results in a potential cost to DESPP to the extent additional resources are necessary to establish and manage the grant program. The bill does not specify a funding source for the grant program.

The sections from the bill that are not mentioned above do not result in any fiscal impact for the state or municipalities.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation, enrollment in health insurance coverage subject to instances where state marshals and unpaid volunteer firefighters are killed in the line of duty, the type and amount of CHFA mortgage assistance provided, the number of additional CHRO proceedings and fines imposed, and future appropriations.

OLR Bill Analysis

sHB 5003

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

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§§ 11 & 12 — HEALTH INSURANCE COVERAGE FOR SURVIVORS OF CERTAIN FIREFIGHTERS AND STATE MARSHALS

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§ 20 — PLAN TO PROMOTE THE LAW ENFORCEMENT PROFESSION

By January 1, 2027, requires DESPP, in consultation with certain entities, to develop, coordinate, and implement a plan to promote the law enforcement profession

§ 21 — PLAN TO PROMOTE THE FIREFIGHTER PROFESSION

By January 1, 2027, requires the Office of the State Fire Marshal, in consultation with certain entities, to develop, coordinate, and implement a plan to promote the firefighter profession

§ 22 — CRISIS INITIATIVE EXPANSION

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§ 23 — DEFERRED RETIREMENT OPTION PLAN FOR NON-CMERS MUNICIPALITIES

Allows municipalities that do not participate in CMERS to create a deferred retirement option plan for their employees

§ 24 — HOMECARE EMPLOYEE ACCESS TO VIRTUAL MONITORING EVIDENCE

Generally allows homecare employees in state-administered homecare programs to access evidence from virtual monitoring technology if it will be used in a disciplinary action against them

§ 25 — PCA FISCAL INTERMEDIARY REPORTS

Requires DSS to quarterly post information related to the fiscal intermediary that provides payroll and other services for DSS's self-directed home care programs, including information on PCA timesheets and certain contract violations

§§ 26-32 — CRANES AND HOISTING EQUIPMENT

Expands the size of the Examining Board for Crane Operators, eliminates licensure and registration exemptions for people engaged in arboriculture, and changes the investigative and enforcement authority of the board and DAS

§ 33 — SCHOOL CONSTRUCTION GRANT BONUS FOR TECHNICAL EDUCATION SPACES OR VOCATIONAL AGRICULTURAL CENTERS

Creates a 10-percentage point reimbursement rate bonus in a school construction grant if a new or expanded building project includes a technical education space or vocational agricultural center

§ 34 — RESC AND CTECS SURVEY OF WORK-BASED LEARNING PROGRAMS

Requires each RESC and the CTECS executive director to survey their high school work-based learning programs to identify the need for new or enhanced programs

§ 35 — PRIVATE SECTOR EDUCATOR EXTERNSHIPS

Requires the creation of a pilot program for educator externships with private sector employers to align classroom instruction with current industry standards and workforce needs

§ 36 — REGIONAL WORKFORCE NAVIGATOR

Requires each of the state's regional workforce development boards to include a regional workforce navigator to help connect people in adult education programs with workforce opportunities

§ 37 — DOL TRAINING ON ADULT EDUCATION PROGRAMS

Requires the (1) labor commissioner to develop a training on adult education programs in the state and (2) regional workforce navigators to have this training annually

§ 38 — SDE STUDY OF CO-INSTRUCTION TEACHING MODELS

Requires SDE to study the effectiveness and benefits of co-instruction teaching models that allow non-certified people to teach alongside a certified teacher

§§ 39 & 40 — REASONABLE ACCOMMODATION FOR CONDITIONS RELATED TO MENOPAUSE

Requires an employer to provide a reasonable accommodation for an employee with a menopause-related condition unless it would be an undue hardship for the employer to do so; requires CHRO to develop a related model workplace policy and education materials

§ 41 — BREASTFEEDING AND EXPRESSING MILK IN THE WORKPLACE

Requires employers to provide a reasonable break time for an employee to express breast milk for the employee's nursing child or to breastfeed in the workplace as needed

§ 42 — INCLEMENT WEATHER BUSINESS CLOSURES

Requires employers with at least 50 employees to make their best efforts to allow their employees to work remotely, if applicable, when their business is closed due to inclement weather; prohibits employers from requiring employees to use their accrued paid time off when working remotely in these instances

§ 43 — HOSPITAL STAFFING COMMITTEES AND NURSE STAFFING PLANS

Requires hospital staffing committees to include at least two assistive personnel; expands the required content in biannual nurse staffing plan reports; requires hospitals to annually report nurse staffing plans to DPH and the department to post them online; requires DPH to issue orders for violations of mandatory limits on nurse overtime and for failing to implement nurse staffing plans approved by a majority of committee members; increases civil penalties for noncompliance with nurse staffing requirements

§ 44 — CERTIFIED NURSING ASSISTANT TRAINING PROGRAM GRANT

Requires DPH, within available appropriations, to administer a grant program for CNA training programs

§§ 45 & 46 — DOL INFORMATIONAL WEBPAGE

Requires the DOL commissioner, by January 1, 2027, to improve and update the veteran employment information DOL provides on its website; requires the DVA commissioner, starting January 1, 2027, to send a biweekly email newsletter with relevant resources and materials included on the DOL informational webpage to interested recipients and post a link to the webpage

§ 45 — DOL STUDY ON TECHNOLOGY USE FOR MILITARY EMPLOYMENT

Requires the DOL commissioner to study models from other regional states that use technology, including AI, to connect current and former armed forces members with prospective employers based on the members' military occupational specialties and educational and professional backgrounds

§ 46 — MILITARY DEPARTMENT EMPLOYMENT ASSISTANCE PROGRAM

Requires the adjutant general, within existing resources, to promote and periodically improve the Military Department's employment assistance program

§§ 47 & 48 — "STAND DOWN" EVENT

Requires the DVA commissioner to annually hold a one-day "Stand Down" event throughout the state that offers services, supplies, or assistance to any veteran

§ 49 — LEGISLATIVE RECOMMENDATIONS ON MILITARY EMPLOYMENT

Requires the DECD commissioner to develop legislative recommendations for promoting in-state employment of current and former armed forces members

§ 50 — PAYCHECK TRANSPARENCY

Requires certain employers to create a guide for employees on pay codes for overtime and pay differentials

§ 51 — DISCLOSURE OF WAGE RANGES AND BENEFITS IN PUBLIC AND INTERNAL JOB ADVERTISEMENTS.
Requires an employer to include a position's wage or wage range, and a general description of the position's benefits, in public and internal job advertisements

§ 52 — GRANT PROGRAM FOR JUNIOR FIREFIGHTER PROGRAMS
Creates a grant program for junior firefighter programs run by volunteer fire departments

BACKGROUND

SUMMARY

This bill makes various changes as described in the section-by-section analysis below.

EFFECTIVE DATE: Various; see below.

§ 1 — FINANCIAL PROTECTIONS FOR HEALTH CARE WORKERS ASSAULTED AT WORK

Generally requires health care facilities and state agencies to cover their health care providers' out-of-pocket expenses and lost wages incurred due to being assaulted at work; allows the providers to sue the facilities, institutions, or agencies for damages

Reimbursements for Expenses

The bill requires health care facilities or institutions, and state agencies that employ health care providers, to cover certain out-of-pocket financial losses or expenses their health care providers (and other employees of facilities or institutions) incur due to an assault that occurred while they were (1) performing their duties within the scope of their employment or (2) under the direction of the facility, institution, or agency. The covered expenses, such as medical or other services needed due to the assault, must not have been paid for by the provider's or employee's insurance, workers' compensation, or any source not involving an expenditure by the provider or employee.

Under the bill, a "health care provider" is someone directly or indirectly employed by, or volunteering for, a health care facility or institution who (1) is involved in direct patient care or (2) has direct contact with the patient or the patient's family when (a) collecting or processing information for patient forms and records or (b) escorting or directing the patient or family on the health care employer's premises. A "health care facility or institution" is a hospital, nursing home, rest

home, home health care agency, home health aide agency, emergency medical services organization, assisted living services agency, or outpatient surgical facility, or an infirmary operated by an educational institution.

Lost Wages

Under the bill, a health care provider or employee must continue to be paid their salary or contracted wage if they miss work due to an injury sustained during an assault or for a court appearance connected to the assault. However, workers' compensation benefits may be deducted from these wages during the absence (in effect, the employer must make up the difference between the benefits and the salary or contracted wage). In addition, the (1) absence cannot be charged against the provider's or employee's sick leave, vacation time, personal leave, or other accrued leave, and (2) provider or employee must continue to pay their share of their health insurance premiums during the absence.

Lawsuits

The bill allows any health care provider or employee of a health care facility or institution who suffers an ascertainable loss of money (presumably, from a workplace assault) to bring a Superior Court civil action for damages against the institution or facility that employs them (it appears that this provision conflicts with the state's workers' compensation law; see *Comment* below). The bill requires any award issued by the court in these cases to deduct the amount (1) of workers' compensation benefits the provider or employee received and (2) paid by the provider or employee's health insurance. If the provider or employee prevails in the suit, the bill also allows the court to award reasonable attorney's fees and costs.

The bill requires a health care provider or employee who brings one of these lawsuits to notify the health care facility or institution about the action. The notice must be written and delivered in person or by registered or certified mail.

Under the bill, a health care facility or institution that has paid or

must pay wages or expenses for medical or other services under these provisions may bring a Superior Court civil action to recover these costs from the person who committed the assault.

EFFECTIVE DATE: October 1, 2026

Comment

The lawsuit that the bill allows health care providers or employees to bring against their employers appears to conflict with the state's workers' compensation law. Under that law, an employer who provides workers' compensation coverage for its employees cannot be held liable for an action for damages on account of personal injury sustained by employees arising out of and in the course of their employment. In addition, all rights and claims between such an employer and employees arising out of personal injury or death sustained in the course of employment are abolished other than rights and claims allowed under the workers' compensation law (CGS § 31-284).

§ 2 — TEACHER OR OTHER EMPLOYEE INJURY PAYMENTS

Broadens the definition of assault on educational employees or board members that triggers the existing requirement for the employer to pay for any financial loss (after counting workers' compensation, health insurance, or other sources) the person experiences; expands eligibility for salary replacement when an employee misses work due to the injury or a court appearance related to an assault

By law, if a teacher, board member, or other employee of a school district or certain state institutions or agencies is assaulted while performing their duties and suffers a financial loss or expense, then the employer must generally cover those losses and expenses. These include reasonable medical or other service expenses the injured person incurred, but that were not covered by insurance, workers' compensation, or another outside source. The bill expands these provisions to cover "any physical or negligent assault."

Generally, under the state's criminal statutes, assault requires a physical injury caused by intentional or reckless actions (see below).

The law, unchanged by the bill, generally applies to boards of education, the State Board of Education, the Board of Regents for Higher

Education (BOR), the UConn Board of Trustees (BOT), and each state agency that employs any teacher. These employers must hold harmless from any financial loss any teacher, other employee, or board member, including student teachers and any faculty, staff, or student employed by UConn Health Center or health services.

Assault

Under the state's criminal statutes, unchanged by the bill, third degree assault occurs when a person (1) intends to physically injure someone and injures that person or someone else; (2) recklessly causes serious physical injury to another person; or (3) with criminal negligence, physically injures someone with a deadly weapon, a dangerous instrument, or an electronic defense weapon (CGS § 53a-61). First degree and second degree assault are similar in that the crime involves physical injury due to intentional or reckless actions (although there are factors that heighten the crime in these instances) (CGS §§ 53a-59 & -60).

The bill does not define "physical or negligent assault." Under the bill's use of "physical or negligent" assault, it is unclear (1) if a physical injury must occur; (2) what level of negligence triggers the bill's provisions (for example, criminal negligence as used in the state's third degree assault statute); or (3) if intent is necessary.

Salary Replacement and Time Off

Additionally, under current law, any teacher or employee absent from employment due to an injury from an assault or for a court appearance related to the assault must continue to receive their full salary minus any workers' compensation payments. The bill expands this provision to apply to any assault (it is not clear if it must be a work-related assault) and explicitly expands it to include board members. Regarding the compensation that is protected, the bill includes contracted weekly wages, in addition to salary.

Existing law also prohibits deducting a teacher's or employee's sick, personal, or vacation days for these court appearances. The bill expands

this provision to (1) explicitly cover board members and (2) protect other accrued leave.

It also makes minor, conforming, and technical changes.

EFFECTIVE DATE: July 1, 2026

§ 3 — PATIENT VIOLENCE REPORTING

Requires DPH to issue guidance on implementing a system (1) for certain health care providers to report incidences of patient violence to the statewide health information exchange and (2) to notify these providers when they have scheduled visits with patients who have a documented history of these incidences

The bill requires the Department of Public Health (DPH), by July 1, 2027, to issue guidance on implementing a system (1) for health care providers to report incidences of violence that a patient directs at a provider to the Statewide Health Information Exchange (known as "Connie") and (2) that alerts providers when they accept a new patient or have a scheduled visit with an existing patient who has a documented history of any of those incidences. Under the bill, the guidance applies to health care providers with an electronic health record system capable of connecting to and participating in Connie.

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

HB 5169 (File 38), favorably reported by the Public Health Committee, requires (1) DPH to develop a system for providers to report incidences of patient violence or combative behavior to Connie and (2) providers to document these incidences in the system starting January 1, 2027.

§ 4 — EMPLOYMENT PROMISSORY NOTES

Brings all employers under a law that generally prohibits requiring employees to sign an agreement that requires the employee to repay the employer if he or she does not stay at the job for a certain duration

This bill brings all employers under a law that generally prohibits requiring employees to execute an agreement that requires the employee to repay the employer if he or she does not stay at the job for a certain duration, including when the repayment is reimbursement for

training. Current law applies this prohibition to employers that have at least 26 employees. The bill expands the prohibition to cover all employers, regardless of their size, for instruments or agreements executed on or after October 1, 2026.

More specifically, the law prohibits the covered employers from requiring an employee or prospective employee to execute an employment promissory note as a condition of employment. An "employment promissory note" is an instrument or agreement that requires an employee to pay the employer, or its agent or assignee, if the employee leaves employment before a set amount of time. This includes instruments or agreements stating that the payment is reimbursement for employee training. However, the law specifically exempts contract provisions allowing employers to recoup certain expenses, such as any money advanced to the employee.

For employers brought under the law by the bill, as with employers currently covered by the law, an employment promissory note executed as a condition of employment is void, but if the note is part of an employment agreement its invalidity does not affect the agreement's other provisions.

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

sHB 5244 (File 315), reported favorably by the Commerce Committee, allows employment promissory notes between an employer and employee for the repayment of any federal H-1B visa fees the employer paid on the employee's behalf.

§ 5 — SUB-MINIMUM WAGE TASK FORCE

Creates a task force to study additional services, funding, and benefits that may support people with disabilities who earn less than the minimum wage

This bill creates a task force to study additional services, funding, and benefits that may support people with disabilities who earn less than the minimum wage, as allowed under a federal "14(c) certificate" (see *Background — Federal 14(c) Certificates*). The task force must (1) examine

the potential benefits and existing impediments to the state's use of those additional services and (2) make recommendations on funding sources and benefits the state can provide.

Under the bill, the task force consists of the following officials or their designees: (1) the Labor and Public Employees and Human Services committees' chairpersons and ranking members and (2) the commissioners of aging and disability services, labor, developmental services, and administrative services.

The task force also has six appointed members, as shown in the table below. At least two appointees must be a parent of someone with disabilities who earns less than the minimum wage under a federal 14(c) certificate. Any of the appointed members may be state legislators. All initial appointments to the task force must be made within 30 days after the bill takes effect, and any vacancy must be filled by the appointing authority.

Table: Appointed Task Force Members

Appointing Authority	*Appointee's Qualifications*
House speaker	Expertise in hiring persons with disabilities
Senate president pro tempore	Member of an organization that advocates for persons with disabilities
House majority leader	None specified
Senate majority leader	
House minority leader	
Senate minority leader	

Under the bill, the Labor and Public Employees Committee's chairpersons, or their designees, serve as the task force's chairpersons, and must schedule and hold its first meeting within 60 days after the bill takes effect. The committee's administrative staff also serves in that capacity for the task force.

The bill requires the task force to submit a report of its findings and recommendations to the Labor and Public Employees Committee by January 1, 2028. The task force ends on that date or when it submits the

report, whichever is later.

EFFECTIVE DATE: Upon passage

Background — Federal 14(c) Certificates

Section 14(c) of the federal Fair Labor Standards Act allows employers to pay wages below the federal minimum wage to workers who have disabilities for the work being performed, but only after receiving a certificate from the U.S. Department of Labor's Wage and Hour Division.

§ 6 — HEALTH CARE WORKER PARKING VIOLATIONS

Creates an affirmative defense for health care providers in municipal parking violation hearings

The bill creates an affirmative defense in municipal parking violation hearings for any health care provider who was issued the violation during his or her shift, as long as it was not issued (1) while the provider was at a health care facility or institution or (2) for a public safety violation such as blocking a fire hydrant, sidewalk, or handicap ramp. In general, an affirmative defense allows a defendant to introduce evidence, which, if found credible, will negate liability, even if the defendant committed the alleged acts.

Under this provision, a "health care provider" is anyone employed by or acting on behalf of a health care facility or institution. A "health care facility or institution" is a hospital, nursing home, rest home, home health care agency, home health aide agency, emergency medical services organization, assisted living services agency, or outpatient surgical facility, or an educational institution's infirmary.

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

sHB 5238 (File 411), reported favorably by the Transportation Committee, requires the emergency services and public protection commissioner to establish a working group to study and make recommendations on the parking access challenges home health care

service providers face while delivering services in residential settings.

§ 7 — MINIMUM WAGE AT CANNABIS ESTABLISHMENTS

Prohibits the labor commissioner from counting tips as part of the state's minimum wage requirement for employees of cannabis establishments, dispensaries, or producers

The bill explicitly prohibits the labor commissioner from counting tips as part of the state's minimum wage requirement for employees of cannabis establishments, dispensaries, or producers. It also specifies that any cannabis establishment, dispensary, or producer that pays an employee less than the state minimum wage is violating the minimum wage law.

The state's existing "tip credit" law, unchanged by the bill, generally allows employers to pay less than the minimum wage to bartenders and hotel and restaurant staff who customarily and regularly receive tips, as long as their tips make up the difference (CGS § 31-60(b)).

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

SB 352 (File 354), reported favorably by the Labor and Public Employees Committee, is identical to this provision.

§ 8 — PORTAL-TO-PORTAL WORKERS' COMPENSATION FOR PUBLIC WORKS DEPARTMENT EMPLOYEES

Extends "portal-to-portal" workers' compensation coverage to public works department employees under certain circumstances, such as when they are responding to a direct order to appear at work when nonessential employees are excused from working

This bill extends "portal-to-portal" workers' compensation coverage to public works department employees in three situations: (1) when they are subject to emergency calls while off duty by the terms of their employment, (2) when they are responding to a direct order to appear at their work assignment when nonessential employees are excused from working, or (3) after working two or more mandatory overtime shifts on consecutive days.

With "portal-to-portal" coverage, an injury that occurs while the employee is traveling directly between his or her home and workplace

is deemed to have occurred in the course of the employee's employment, making him or her eligible to receive workers' compensation benefits for the injury. Under the bill, a "public works department" is a state or municipal department responsible for building, regulating, or maintaining all things in the nature of public works and improvements.

Existing law gives 9-1-1 emergency dispatchers portal-to-portal coverage under the same conditions the bill applies to public works department employees. The law also gives portal-to-portal coverage to (1) Department of Correction employees when they are responding to a direct order to appear at their work assignment when nonessential employees are excused from working or after they have worked two or more mandatory overtime shifts on consecutive days and (2) police officers and firefighters whenever they are traveling directly between home and work.

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

SB 348 (File 352), reported favorably by the Labor and Public Employees Committee, is identical to this provision.

§ 9 — TEACHER TERMINATIONS

Sets a standard of review for when a public school teacher is terminated; changes who makes the final decision when a tenured teacher is under consideration for termination and requests a hearing; changes the court's review standards for appeals of teacher termination decisions

The bill makes changes to the process for terminating public school teachers. It sets a standard of review for when a nontenured or tenured public school teacher is terminated for the reasons allowed by existing law (inefficiency, incompetence, insubordination, moral misconduct, disability, elimination of a position to another teacher, or other due and sufficient reasons). Current law does not specify a standard of review for these terminations. The bill requires the standard of review to be the same standard applied in other disciplinary actions under the teacher's collective bargaining agreement. This permits the standard to be

determined through the collective bargaining process.

The bill also changes who makes the final decision when a tenured teacher is under consideration for termination and requests a hearing. Current law generally allows such a teacher to request a hearing before either a board of education (BOE) subcommittee or an impartial hearing officer. The bill eliminates the option for the hearing before a BOE subcommittee. Under current law, the subcommittee or hearing officer must submit its findings and a recommendation to the BOE, which then makes a final decision on the termination. The bill instead requires the hearing officer to make the final disposition, and makes it binding on the parties.

Current law allows teachers aggrieved by a BOE's termination decision to appeal to the Superior Court, and requires the court to review the proceedings under the Uniform Administrative Procedure Act's (UAPA) standards for reviewing appeals of agency decisions. The bill instead allows teachers or BOEs aggrieved by a hearing officer's decision to apply to the court to confirm, vacate, or modify the decision under the laws for court consideration of arbitration awards. It also makes various minor and conforming changes.

EFFECTIVE DATE: July 1, 2026

Court Review Standards for Appeals

Current law generally requires a court considering an appeal of a teacher's termination under the UAPA standards to affirm the decision unless it finds that substantial rights of the teacher have been prejudiced because the findings, inferences, conclusions, or decisions (1) violate constitutional or statutory provisions; (2) exceed statutory authority; or (3) were (a) made using an unlawful procedure, (b) affected by another error of law, (c) clearly erroneous, or (d) arbitrary or capricious.

The bill instead requires a court to consider an appeal from either a teacher or the BOE under the statutory standards for appeals of arbitration awards. Under these standards, a court must confirm an award unless it vacates or modifies it (CGS § 52-417). The court

generally must vacate an award if (1) it was made through corruption, fraud or undue means; (2) it was evident the arbitrator was partial or corrupt; (3) the arbitrator was guilty of misconduct by refusing to postpone the hearing or in refusing to hear pertinent and material evidence; or (4) the arbitrator exceeded his or her powers, or so imperfectly executed them that a mutual, final, and definite award was not made (CGS § 52-418).

Under these same standards, a court must modify an award if (1) there was an evident material miscalculation of figures or an evident material mistake in the description of something referred to in the award; (2) the arbitrator awarded for a matter not submitted for arbitration, unless it does not affect the merits of the decision; or (3) the award is imperfect in matter of form not affecting the merits of the controversy (CGS § 52-419).

Current law prohibits a court from awarding costs to a teacher appealing his or her termination unless it finds that the BOE acted with gross negligence, in bad faith, or with malice in its original decision. The bill removes this limitation, and the arbitration standards used under the bill do not explicitly allow costs to be awarded to either party.

Background — Related Bill

sSB 351 (File 353), reported favorably by the Labor and Public Employees Committee, is substantially similar to this provision.

§ 10 — RETENTION OF SERVICE CONTRACT WORKERS

Requires entities that take over certain contracts at covered locations, contract out services, or receive property in a sale or transfer to retain their predecessors' employees and service workers for at least 90 days

The bill requires entities that (1) take over certain service contracts at covered locations, (2) contract out services, or (3) receive property in a sale or transfer to retain certain service workers from their predecessors for at least 90 days. If a worker's performance is satisfactory during these 90 days, then the successor employer must extend them an offer of continued employment either under terms and conditions the successor employer creates or by law. Existing law already provides

similar protections to employees performing food and beverage services at Bradley International Airport (BIA) after a contract termination.

The bill imposes responsibilities on the authority (at BIA or other covered locations) that initially awards the contract, the original contractor, and successor employers of two or more people. Current law imposes these responsibilities on the authority that initially awards the contract, the original contractor, and successor contractors who have 10 or more employees.

The bill extends existing provisions to the new circumstances covered by the bill, such as those requiring advance notice to (1) a contractor whose contract will be terminated or not renewed, (2) workers, and (3) the union representing the workers.

The bill permits workers who are displaced or terminated in violation of the bill to file a complaint with the labor commissioner (currently BIA workers can sue in court). It requires the labor commissioner to hold a hearing and permits the commissioner to award the employee or service worker back pay, benefits, reinstatement to their former position at their most recent salary and benefit level, and compensatory damages.

The bill also makes conforming and technical changes.

EFFECTIVE DATE: October 1, 2026

Scope of the Bill

The bill expands the application of the law providing certain job protections to BIA food and beverage workers to contracts for services by service workers at covered locations. Under the bill, a service worker is a person performing certain services under a successor service contract, including:

1. care or maintenance services, including a security guard, front-desk worker, janitor, housekeeper, maintenance employee, concierge, door attendant, building superintendent, grounds maintenance worker, stationary fireman, elevator operator, or

window cleaner;

2. passenger-related security services, cargo and in-ramp services, in-terminal passenger and baggage handling, and cleaning services at an airport;

3. food preparation or dietary services at a school, private higher education institution, hospital, nursing home facility, or institution operated or managed by an assisted living services agency;

4. health care services provided at a hospital, nursing home facility, or institution operated or managed by an assisted living services agency; and

5. student transportation services.

Under the bill, a service worker is not a person who is (1) a managerial, supervisory, or confidential employee under the federal Fair Labor Standards Act, or (2) engaged to perform services related to a project that requires a permit from a municipality, such as a building, mechanical, plumbing, structural, or electrical project.

The services must be provided at "covered locations," which are:

1. multi-family residential buildings or complexes with 50 or more units;

2. commercial centers or complexes over 75,000 square feet;

3. municipal office buildings or facilities;

4. electric or natural gas company facilities;

5. public or nonpublic schools;

6. cultural centers or complexes, such as museums, convention centers, arenas, or performance halls;

7. shopping malls or bank branches;

8. industrial sites;

9. pharmaceutical labs,

10. airports or train stations;

11. hospitals, nursing homes, or institutions operated or managed by assisted living services agencies;

12. warehouses, distribution centers, or other facilities that store or distribute general merchandise, refrigerated goods, or other products;

13. private higher education institutions;

14. property owned by a carrier (a local or regional school district, educational institution providing elementary or secondary education, someone under contract with them to transport students, or someone primarily transporting people under age 21 for pay) to transport students or for related services; and

15. data centers.

Definitions of Various Medical Facilities

The bill defines a hospital as an establishment for the lodging, care, and treatment of persons suffering from disease or other abnormal physical or mental conditions. It includes inpatient psychiatric services in general hospitals.

Under the bill, a nursing home facility is any chronic and convalescent nursing home (1) with nursing supervision that provides nursing supervision under a medical director 24 hours per day, or rest home with this supervision; or (2) that provides skilled nursing care under medical supervision and direction to carry out non-surgical treatment and dietary procedures for chronic diseases, convalescent stages, acute diseases, or injuries.

The bill defines an assisted living services agency as an agency that

provides chronic and stable individuals with nursing services and assistance with activities of daily living. It may have a dementia special care unit or program.

Awarding Authority

Existing law defines an awarding authority as any person that awards or enters into a contract to perform food and beverage services at BIA. The bill extends this to anyone who awards or enters into a contract to perform services at a covered location starting October 1, 2026. The bill specifies that the state and federal government are not awarding authorities.

Successor Employer

The bill defines a "successor employer" as an (1) employer that has been awarded a successor service contract, (2) employer that has purchased or acquired control of a property where employees or service workers were employed at any time during the past 90 days, or (3) awarding authority that has hired employees or service workers to perform services that are substantially the same as those previously provided under a terminated or non-renewed service contract.

The bill extends the definitions of successor service contracts and terminated contractors to cover the scope of the circumstances added by the bill.

Awarding Authority's Responsibilities

The bill generally extends existing responsibilities of awarding authorities to the new situations covered by the bill. The awarding authority must give advance notice to a contractor whose contract will be terminated or not renewed, the workers, and the union representing them within 15 days of the termination of the service contract, the contracting out of services previously performed by the authority, or the sale or transfer of the property (if workers were employed there within the prior 90 days). Under the bill, and existing law for eligible BIA workers, the authority must give the contractor and union the name, address, and telephone number of the successor employer or

contractors, if known. The bill requires this notice in writing and posted in a conspicuous place. Under the bill and existing law for eligible BIA workers, authorities must also give new employers information about the workers.

Responsibilities of Successor Employers

The bill generally extends existing responsibilities of successor employers to the new situations covered by the bill. A successor employer must hand deliver a written employment offer to the workers. It must be written in a language the worker understands. As under current law, it must be delivered by the later of five days before the termination of the original contract or 15 days before the contractor begins to provide service. The bill also requires this notice five days before the sale or transfer of a covered location where workers were employed during the previous 90 days. Existing law already requires successor contractors to deliver this written offer to each eligible BIA employee within this timeframe.

The bill, and existing law for eligible BIA workers, specify the notice's content. Among other things, the employer must inform the worker of pay rate, hours (per shift and per week), and benefits it is offering. The notice must describe the worker's rights under the bill and the employer's name, address, and telephone number. It must state that the employee or service worker has 10 days to respond. Under the bill, the notice also must inform the employee or service worker that they are allowed to file a complaint with the labor commissioner. Current law requires successor contractors to inform BIA employees, in the notice, that they have the right to sue the successor contractor.

Under the bill, and existing law for eligible BIA workers, a worker cannot be fired during a 90-day period without just cause. The bill gives this protection to workers who were employed during the prior 90 days (for BIA workers it reduces this timeframe from the previous six months). As under existing law for BIA workers, the bill requires contractors, during these 90 days, to keep a preferential hiring list of workers eligible for retention that it did not initially retain. (It is not clear

which employees or service workers would be affected by this provision.) The contractor must hire additional employees or service workers, if needed, from this list.

Under the bill and existing law for BIA workers, the contractor may determine at any time that it needs fewer employees or service workers than the terminated contractor had and can lay them off. In doing so, it must retain employees by seniority within each job class, based on an employee's total length of service at the affected site.

The bill eliminates a provision applicable to BIA workers that a successor contractor is not required to retain employees with attendance and performance records under the prior contract that would lead a reasonably prudent employer to terminate the person.

Remedies for a Displaced Employee or Service Worker

Under the bill, a worker displaced or terminated in violation of the above provisions can file a complaint with the labor commissioner, who must hold a hearing on receipt of the complaint. It requires the labor commissioner to send each party a written copy of her decision after the hearing. If the commissioner decides that the awarding authority, terminated contractor, or successor employer has violated the above provisions, she may award the employee or service worker back pay, benefits, reinstatement to their former position at their most recent salary and benefit level, and compensatory damages.

As under existing law for BIA workers, the bill requires that back pay be based on at least the higher of (1) the worker's regular pay rate for their last year on the job (their last four months on the job if they were employed for less than one year), or (2) their final regular rate of pay on their last day.

Under the bill, an aggrieved party is allowed to appeal the labor commissioner's decision to the Superior Court.

The bill eliminates current law which permits (1) a BIA employee to bring suit in the Superior Court and (2) courts to award back pay,

reasonable attorney fees, and costs if the aggrieved employee prevails.

As under current law for eligible BIA workers, these provisions do not limit a worker's right to file suit against the awarding authority, terminated contractor, or successor employer for wrongful termination under common law.

Under the bill, an awarding authority, terminated contractor, or successor employer who violates the above provisions must pay a penalty of $500 per employee or service worker for each day the violation continues. This replaces current law which requires an awarding authority or contractor in violation of these provisions related to BIA workers to pay a penalty of $100 per employee for each day the violation continues.

Background — Related Bill

sSB 358 (File 356), favorably reported by the Labor and Public Employees Committee, contains an identical provision on the retention of service contract workers.

§§ 11 & 12 — HEALTH INSURANCE COVERAGE FOR SURVIVORS OF CERTAIN FIREFIGHTERS AND STATE MARSHALS

Requires nonstate public employers to provide partnership plan coverage to survivors of certain unpaid volunteer firefighters; allows survivors of certain unpaid volunteer firefighters or state marshals to participate in the state employee health insurance plan

The bill extends (1) nonstate public employer "partnership plan" health care coverage to the survivors of certain unpaid volunteer firefighters and (2) state employee health insurance coverage to the survivors of certain unpaid volunteer firefighters and state marshals.

Partnership Plan Coverage (§ 11)

By law, the comptroller must offer partnership plan coverage to nonstate public employers (for example, municipalities and other political subdivisions of the state) and nonprofit employers.

As required under existing law for first responders, the bill requires a nonstate public employer that provided coverage under a partnership plan to an unpaid volunteer firefighter who is killed in the line of duty

to continue to provide the coverage to the survivors who were covered under the plan at the time of the unpaid volunteer firefighter's death. The coverage must continue for one year after the death and may be renewed annually for up to five years. The nonstate public employer must help with the coverage continuation and renewal. "Unpaid volunteer firefighters" are uniformed members of a fire department who perform firefighting duties for the department but are not paid.

Under the bill, as required under existing law for first responders, a nonstate public employer that did not provide coverage under a partnership plan to an unpaid volunteer firefighter who is killed in the line of duty must apply for partnership plan coverage for, and at the request of, the survivors who were receiving health care benefit coverage through a plan offered to the unpaid volunteer firefighter at the time of death.

By law, the comptroller must accept the application on the terms and conditions applicable to the partnership plan for enrolling and covering the survivors for one year. The enrollment and coverage may be renewed annually for up to five years. The nonstate public employer must help with enrollment and coverage initiation and renewal.

By law, the state comptroller must use the Fallen Hero Fund to reimburse nonstate public employers for payments made for partnership plan coverage for survivors of first responders (emergency medical technicians, paramedics, police officers, or paid firefighters) (CGS § 3-123eee(c)(2)). Under the bill, the comptroller must similarly use the Fallen Hero Fund to reimburse nonstate public employers for payments made for partnership plan coverage for survivors of unpaid volunteer firefighters.

State Employee Health Insurance Plan (§ 12)

The bill requires the state comptroller, with approval from the attorney general and the insurance commissioner, to allow the surviving spouse and dependent children of a state marshal or unpaid volunteer firefighter to participate in the state employee health insurance plan. To

be eligible, the (1) unpaid volunteer firefighter must die as the result of injuries received while acting in the scope of the unpaid volunteer firefighter's employment and not because of illness or natural causes, (2) state marshal must die as the result of injuries received while performing state-compensated duties and not because of illness or natural causes, and (3) surviving spouse and dependent children cannot otherwise be eligible for a group hospitalization and medical and surgical insurance plan.

EFFECTIVE DATE: Upon passage

Background — Related Bills

sHB 5403 (File 266), favorably reported by the Public Safety and Security Committee, among other things, similarly requires health care coverage to be extended to the survivors of unpaid volunteer firefighters and state marshals. The bill (1) requires nonstate public employers to either continue providing partnership plan coverage to survivors of the unpaid volunteer firefighter or, if they were not providing coverage, apply for coverage through a partnership plan, and (2) requires the comptroller to allow the surviving spouse and any dependent children of state marshals to participate in the state employee health insurance plan.

sSB 410 (File 308), favorably reported by the Public Safety and Security Committee, expands the Fallen Hero Fund to provide compensation for firefighter cancer deaths. It also requires nonstate public employers to provide partnership plan benefits to survivors of first responders that die due to certain cancers. These employers must be reimbursed from the firefighters cancer relief account instead of the Fallen Hero Fund.

§§ 13-15 — PUBLIC EMPLOYEE PAYROLL DEDUCTION OF UNION DUES

Conforms the state's public sector collective bargaining laws to federal case law by removing provisions that could require public employees who were covered by a CBA, but not dues paying members of the union, to pay other fees instead of union dues

This bill conforms the state's public sector collective bargaining laws

to federal case law, which generally prohibits public sector collective bargaining agreements (CBAs) from requiring public employees who were covered by a CBA, but not dues paying members of the union, to pay other fees instead of union dues (*Janus* v. *American Federation of State, County, and Municipal Employees, Council 31*, 585 U.S. 878 (2018)).

Current state law allows state employees and municipal employees to negotiate CBA provisions that "call for" a payroll deduction of an employee's union dues and initiation fees. The bill instead specifies that these provisions can allow them to choose to have the dues and fees paid through payroll deductions.

For public school teachers, current state law generally specifies that the collective bargaining law does not preclude their CBAs from requiring that union dues and service fees (fees paid by teachers who do not join the union) be collected by payroll deduction. The bill instead specifies that the parties may negotiate CBA provisions that allow the teachers to choose to have their dues and initiation (rather than service) fees paid through payroll deductions.

EFFECTIVE DATE: July 1, 2026

§§ 16-19 — FIRST RESPONDER TUITION REIMBURSEMENT AND MORTGAGE PROGRAM

Requires UConn, CT State, and CSUS to waive tuition for certain first responders and requires CHFA to develop and administer a mortgage assistance program for first responders

The bill directs the BOR and the UConn BOT, as applicable, to waive undergraduate tuition at Connecticut State Community College (CT State), the Connecticut State University System (CSUS), and UConn for:

1. any police officer who has been employed as a police officer in Connecticut for at least five years;

2. any uniformed member of a paid or volunteer fire department, including fire departments operated by a federally recognized Connecticut Indian tribe, who, as documented by the chief of the department, has served as a firefighter in Connecticut for at least

five years; and

3. any emergency medical services personnel (an individual certified to practice as an emergency medical responder, emergency medical technician, advanced emergency medical technician, emergency medical services instructor, or an individual licensed as a paramedic) who has been employed as such in Connecticut for at least five years.

For UConn and CSUS, graduate degree program tuition is additionally waived.

The bill also requires CT State and CSUS to waive tuition for students attending a state or regional fire school who are enrolled in a program offered together with an institution that accredits courses in the program. For CSUS, only tuition fees for undergraduate and graduate programs are waived.

Additionally, the bill requires the Connecticut Housing Finance Authority (CHFA) to develop and administer mortgage assistance programs for certain Connecticut first responders, which under the bill includes police officers (see *Background — Definition of Police Officer*), uniform members of a paid or volunteer fire department, and emergency medical services personnel (see above). In doing so, CHFA (1) must use down payment assistance or any other appropriate housing subsidies and (2) may allow the mortgagee to realize a reasonable portion of the property's equity gain when it is sold.

EFFECTIVE DATE: July 1, 2026, except the mortgage assistance program provision is effective October 1, 2026.

Background — Definition of Police Officer

By law, police officers are sworn members of an organized local police department or of the Division of State Police within the Department of Emergency Services and Public Protection (DESPP), appointed constables who perform criminal law enforcement duties, special appointed policemen, or any member of a law enforcement unit

who performs police duties.

Background — Related Bill

sHB 5046 (File 313), reported favorably by the Public Safety and Security Committee, among other things, has substantially similar provisions.

§ 20 — PLAN TO PROMOTE THE LAW ENFORCEMENT PROFESSION

By January 1, 2027, requires DESPP, in consultation with certain entities, to develop, coordinate, and implement a plan to promote the law enforcement profession

The bill requires the DESPP commissioner, by January 1, 2027, to develop, coordinate, and implement a plan to promote the law enforcement profession using a variety of media, including social media. In doing so, he must consult with the Connecticut Police Chiefs Association, in-state higher education institutions, and any other entities he deems appropriate.

EFFECTIVE DATE: July 1, 2026

§ 21 — PLAN TO PROMOTE THE FIREFIGHTER PROFESSION

By January 1, 2027, requires the Office of the State Fire Marshal, in consultation with certain entities, to develop, coordinate, and implement a plan to promote the firefighter profession

The bill requires the Department of Administrative Services' (DAS) Office of the State Fire Marshal, by January 1, 2027, to develop, coordinate, and implement a plan to promote the firefighter profession using a variety of media, including social media. In doing so, the office must consult with the Connecticut Fire Chiefs Association, in-state higher education institutions, and any other entities the DAS commissioner deems appropriate.

EFFECTIVE DATE: July 1, 2026.

§ 22 — CRISIS INITIATIVE EXPANSION

Expands the CRISIS Initiative throughout Connecticut

The bill requires the State Police, in conjunction with the Department of Mental Health and Addiction Services (DMHAS), to expand the

CRISIS Initiative pilot program throughout the state by January 1, 2027. This expanded program must at least include the pilot program's components that require state police officer training, coordination between state police officers and mental health professionals, and referrals to mental health services facilities.

EFFECTIVE DATE: Upon passage

Background — CRISIS Initiative Pilot Program

The CRISIS Initiative pilot program has generally established procedures among specific State Police and DMHAS personnel for referring and handling incidents involving individuals with addiction disorders or mental health conditions as well as other crisis incidents. The program began in 2017 with DMHAS assigning a full-time licensed clinician social worker to State Police Troop E, which generally covers southeast Connecticut and is based out of Montville. The 2021 budget implementer expanded the program to Troop D, which generally covers northeast Connecticut and is based out of Killingly (PA 21-2, June Special Session, § 75).

Background — Related Bill

SB 374 (File 300), favorably reported by the Public Safety and Security Committee, also requires the expansion of the CRISIS Initiative throughout the state, but without specifying the required components.

§ 23 — DEFERRED RETIREMENT OPTION PLAN FOR NON-CMERS MUNICIPALITIES

Allows municipalities that do not participate in CMERS to create a deferred retirement option plan for their employees

Starting October 1, 2026, the bill allows any municipality that does not participate in the Connecticut Municipal Employees Retirement System (CMERS) to create a deferred retirement option plan (DROP) for its employees. The plan must allow employees who are eligible for a service retirement to participate in it. In general, a DROP is an arrangement under which an employee continues working even though they are eligible to retire and receive pension benefits. But instead of having the continued compensation and additional years of service

counted toward the pension benefit, the employer deposits funds into a separate DROP account during each year of the continued employment, which earns interest or investment earnings, and is paid to the employee upon retirement instead of the increased pension amount.

Under the bill, a DROP must include a fixed period for member participation, up to five years, and a specified interest rate credit for member accounts. All of its other provisions must be determined by the municipality, as long as the actuary that consults on the municipality's retirement plan certifies that the DROP's structure has no anticipated impact that would increase municipal contribution rates (presumably, to the regular retirement plan). The bill also requires the municipality, within four years after creating the DROP, to (1) have the plan evaluated by the consulting actuary and (2) review and assess the evaluation to determine the plan's cost to its fund. After receiving the evaluation, the municipality may discontinue the plan.

EFFECTIVE DATE: October 1, 2026

§ 24 — HOMECARE EMPLOYEE ACCESS TO VIRTUAL MONITORING EVIDENCE

Generally allows homecare employees in state-administered homecare programs to access evidence from virtual monitoring technology if it will be used in a disciplinary action against them

The bill requires that when certain homecare employees in state-administered homecare programs are subject to a proposed disciplinary action, they or their union representatives have access to any evidence that comes from virtual monitoring technology, as long as certain conditions are met. Under the bill, "virtual monitoring technology" is remote monitoring of a person receiving direct care services in a home or community-based setting by a third-party using technology owned and operated by the person in the person's living quarters.

The employees covered by the bill's provisions are those of (1) nonprofit organizations that contract with the departments of Social Services (DSS) or Developmental Services (DDS) to deliver direct care services or (2) a contractor providing those services. "Direct care

services" are services provided in a home or community-based setting to someone enrolled in a program administered by DSS or DDS.

Under the bill, employees or their union representatives who have access to evidence from virtual monitoring technology must (1) treat any recordings or images obtained from it as confidential and not share them with anyone else unless required by law and (2) return any copy of recordings or images used in the disciplinary action to DSS, DDS, or the person who provided the copy once it is no longer needed to defend the employee in the action.

EFFECTIVE DATE: July 1, 2026

§ 25 — PCA FISCAL INTERMEDIARY REPORTS

Requires DSS to quarterly post information related to the fiscal intermediary that provides payroll and other services for DSS's self-directed home care programs, including information on PCA timesheets and certain contract violations

The bill requires DSS to post on its website quarterly reports related to the fiscal intermediary that contracts with the department to provide payroll, taxes, and administrative services for self-directed home care programs. These are Medicaid-funded programs that allow a consumer to hire a personal care attendant (PCA). Under the bill, DSS must also submit these reports to the Human Services and Labor and Public Employees committees.

The quarterly reports must include certain information to the extent it is not exempt from disclosure under the state's Freedom of Information Act, which exempts, among other things, personnel files and similar files if disclosure would be an invasion of personal privacy (CGS § 1-210). The bill requires reports to include:

1. the fiscal intermediary's most recent completed audited financial statements;

2. all budget, customer service telephone call center, and service level agreement reports;

3. the number of general customer service requests and average

response time;

4. the number of telephone calls, voice mail messages, and email and text messages received from consumers and PCAs, how the fiscal intermediary responded to these messages, and how many were responded to in a contractually required period;

5. the number and amount of penalties levied, on a monthly and weekly basis, against the fiscal intermediary for contract violations for customer service request response times and PCA and consumer inquiry response times; and

6. all PCA timesheet reports.

Under the bill, PCA timesheet reports include:

1. the number of weekly consumer approved timesheets submitted, and how many were submitted on time, resubmitted after correction, or paid on time;

2. the timesheet or payroll processing error rate; and

3. the number and amount of penalties levied, on a monthly and weekly basis, against the fiscal intermediary for violating contract provisions on timesheets.

Under the bill, this requirement begins with information from the quarter that began April 1, 2024. (The bill does not otherwise set a date by when DSS must begin posting the reports.)

EFFECTIVE DATE: July 1, 2026

Background — Related Bills

sSB 498 (File 487), favorably reported by the Human Services Committee, includes substantially similar provisions (§ 1).

sHB 5353 (File 387), favorably reported by the Government Oversight Committee, includes substantially similar provisions.

§§ 26-32 — CRANES AND HOISTING EQUIPMENT

Expands the size of the Examining Board for Crane Operators, eliminates licensure and registration exemptions for people engaged in arboriculture, and changes the investigative and enforcement authority of the board and DAS

The bill makes several changes to the state's laws on cranes and hoisting equipment, including how they are regulated by DAS and the Examining Board for Crane Operators. Generally, it:

1. expands the size of the board by two members, from five to seven;

2. eliminates licensure and registration exemptions for people engaged in arboriculture (cultivating trees and shrubs); and

3. changes the department's and board's investigative and enforcement authority, such as by allowing stop work orders to be issued, increasing the maximum civil penalty for violations, and expanding who the penalty can be applied against to include equipment owners' lessees and contractors.

The bill also makes conforming and technical changes, including specifying that notices and hearings must be done according to the UAPA.

EFFECTIVE DATE: October 1, 2026

Examining Board for Crane Operators Membership Expansion (§ 27)

Under current law, the Examining Board for Crane Operators in DAS has five members, of which one must be a DAS employee, one must be a crane operator with at least 10 years of experience, one must represent crane owners' interests, and two must be public members. The bill expands the board's size by two members by adding a second crane operator who has the requisite experience and a second crane owners' representative. By law and under the bill, all board members are appointed by the governor and must be Connecticut residents.

Licensure and Registration Requirements for Arboriculturists (§§ 28 & 29)

Current law exempts several classes of people from the state's crane and hoisting equipment licensure and registration requirements. The bill eliminates these exemptions for people engaged in arboriculture. Consequently, they will need to obtain the respective licenses or certificates of registration issued by the Examining Board for Crane Operators in order to (1) operate or permit the operation of a crane they own or (2) engage in, practice, or offer to perform the work of a hoisting equipment operator, hoisting equipment operator apprentice, crane operator, or crane operator apprentice (CGS §§ 29-223a(a) & 29-224(a)).

Changes to Investigating and Enforcing the State's Crane and Hoisting Equipment Laws (§§ 26 & 30-32)

The bill makes several changes to the investigative and enforcement authority of DAS and the Examining Board for Crane Operators, including to explicitly encompass lessees. Under the bill, a "lessee" is any individual or other legal entity that rents or leases a crane or hoisting equipment (§ 26).

Right of Entry for Investigation and Inspection (§ 30). Current law allows the DAS commissioner and its employees, while performing their duties and at all reasonable hours, to enter any premises where a crane or hoisting equipment is located to enforce the laws applicable to them. The bill limits this right of entry to premises where they have reason to believe a crane or hoisting equipment is located. It also specifies that they may require:

1. crane and hoisting equipment operators to produce their licenses for verification;

2. crane owners to produce their crane's certificate of registration for verification; and

3. crane and hoisting equipment operators, owners, and lessees to produce any document establishing an agreement they have with an individual or other legal entity to perform crane or hoisting work on the premises.

(Existing law already requires (1) crane and hoisting equipment operators to carry their licenses when operating their respective equipment and (2) cranes' certificates of registration to be affixed to them in their principal operating location (CGS §§ 29-223a(a) & 29-224(a); Conn. Agencies Regs., § 29-223-5a(d)).)

Stop Work Orders (§§ 31 & 32). The bill allows the DAS commissioner and its employees to issue a stop work order against a crane or hoisting equipment owner, operator, or lessee, or their contractors performing crane or hoisting work, if either determines the owner, operator, lessee, or contractor has committed one or more of the following violations: (1) demonstrating incompetence or negligence; (2) permitting the operation of the owner's, operator's, or lessee's crane in an unsafe manner; or (3) failing to comply with the state's crane and hoisting equipment licensure and registration requirements.

Under the bill, a stop work order:

1. must require that the owner's, operator's, or lessee's crane, hoisting equipment, or related lifting operations stop at the place or premises where the violation was determined to have occurred;

2. must not require unrelated construction activities at the place or premises to stop unless they present an immediate danger to an individual or property;

3. is effective when served upon the owner, operator, or lessee and contractor by posting notice of the stop work order in a conspicuous location at the place or premises; and

4. remains in effect until the commissioner determines that the owner, operator, lessee, or contractor has resolved the violation and issues an order releasing the stop work order.

The bill allows anyone served with a stop work order to request an administrative hearing to contest it. The request must be made in writing to the commissioner within 10 days after being served, and the

hearing must be conducted according to the UAPA.

Additionally, the bill requires the commissioner to (1) adopt regulations to carry out the bill's stop work order provisions and (2) notify the Examining Board for Crane Operators of each stop work order issued and any violation of an issued order. If the board, after notice and hearing, finds that a crane or hoisting equipment owner or operator, lessee, or contractor violated a stop work order, the bill requires it to impose a fine of $5,000 per day for each day the order was violated.

Suspensions, Revocations, and Penalties (§ 32). The bill modifies one of the circumstances when the Examining Board for Crane Operators may suspend or revoke a crane or hoisting equipment operator's license or an apprentice's certificate. Current law allows the board to do so after notice and hearing and a finding that the holder has been guilty of negligence in performing his or her work. The bill instead only requires a finding that the holder has demonstrated negligence in his or her work performance.

Additionally, the bill increases the existing maximum civil penalty against crane and hoisting equipment owners and operators for violating the state's crane and hoisting equipment laws from a fine of up to $3,000 per violation to a fine of up to $5,000 per violation per day. It also expands who this penalty may be applied against to include lessees and contractors. The bill specifies that penalties may only be imposed after notice and hearing and a finding that the owner, operator, or lessee violated the crane and hoisting equipment laws.

The bill also allows the board to impose a civil penalty of up to $1,000 per violation per day on any crane or hoisting equipment owner, operator, or lessee after notice and hearing and upon a finding that the owner, operator, or lessee has operated, or allowed the operation of, his or her crane or hoisting equipment without a valid license or certificate of registration.

At any time after issuing a notice alleging a violation, the bill allows the board to accept an agreement instead of holding a hearing. It makes

agreement negotiations confidential and exempt from disclosure under the state's Freedom of Information Act but makes the agreement itself a public record under the act.

Lastly, the bill allows the DAS commissioner to apply to Hartford Superior Court for the enforcement of any civil penalty imposed against any person who is not licensed as a crane or hoisting equipment operator or who has not obtained a registration of any crane for an order (1) directing payment in full of any unpaid balance of the civil penalty or (2) temporarily and permanently restraining and enjoining the person from performing or allowing the performance of the work of a crane or hoisting equipment operator. The application for an order, and for any other appropriate decree or process, must be brought, and the proceedings conducted, by the attorney general.

Background — Related Bill

sHB 5405 (File 268), favorably reported by the Public Safety and Security Committee, has identical provisions.

§ 33 — SCHOOL CONSTRUCTION GRANT BONUS FOR TECHNICAL EDUCATION SPACES OR VOCATIONAL AGRICULTURAL CENTERS

Creates a 10-percentage point reimbursement rate bonus in a school construction grant if a new or expanded building project includes a technical education space or vocational agricultural center

The bill creates a 10-percentage point reimbursement rate bonus in a school construction grant if a new or expanded building project includes a technical education space or vocational agricultural center. However, (1) a recipient's overall reimbursement rate cannot exceed 100%, (2) the bonus is for the part of the building primarily used for the technical education space or vocational agricultural center, and (3) the recipient must maintain the space or center for at least 10 years.

EFFECTIVE DATE: July 1, 2026

§ 34 — RESC AND CTECS SURVEY OF WORK-BASED LEARNING PROGRAMS

Requires each RESC and the CTECS executive director to survey their high school work-based learning programs to identify the need for new or enhanced programs

The bill requires, by July 1, 2027, each regional educational service center (RESC) and the Technical Education and Career System's (CTECS) executive director, in consultation with the state Department of Education (SDE), to survey the high school work-based learning programs offered in each RESC's region and by CTECS to identify the need for new or enhanced programs. The survey must at least include (1) an inventory of work-based learning programs offered by local or regional boards of education and CTECS, (2) the number of students enrolled in these programs, and (3) the total cost to each school district and CTECS for each program. Under the bill, each RESC must develop and maintain its own survey procedure, and may conduct subsequent surveys as needed.

EFFECTIVE DATE: July 1, 2026

§ 35 — PRIVATE SECTOR EDUCATOR EXTERNSHIPS

Requires the creation of a pilot program for educator externships with private sector employers to align classroom instruction with current industry standards and workforce needs

The bill requires the education commissioner, by January 1, 2027, and in consultation with the Office of Workforce Strategy, to establish a two-year pilot program for educator externships for certified educators. The program must allow the educators to participate in experiential learning with private sector employers so they can align classroom instruction with current industry standards and workforce needs.

In developing the program, the commissioner must:

1. set criteria for (a) identifying and screening participating employers and (b) matching educators with externships based on subject matter relevance,

2. develop a curriculum that ensures that the learned skills are incorporated into the educator's future lesson plans, and

3. set eligibility for (a) stipends for educators completing an

externship and (b) grants for participating employers.

The bill allows the commissioner to contract with nongovernmental entities, including nonprofit organizations, to implement the program.

For the 2027-28 and 2028-29 school years, the bill requires the commissioner to prioritize program placement for educators who (1) are employed in a town designated as an alliance district or (2) teach a topic related to science, technology, engineering and mathematics, manufacturing, or health care.

EFFECTIVE DATE: Upon passage

Background — Alliance Districts

By law, the education commissioner has designated 36 alliance districts for five years, beginning with FY 23. The current designation applies to (1) the 33 school districts with the lowest accountability index scores and (2) three previously designated districts that were no longer among the 33 with the lowest scores. The index is based on several student-centered measures, including statewide assessment results and high school graduation rates, among others.

§ 36 — REGIONAL WORKFORCE NAVIGATOR

Requires each of the state's regional workforce development boards to include a regional workforce navigator to help connect people in adult education programs with workforce opportunities

The bill requires each of the state's regional workforce development boards to include a regional workforce navigator appointed by the chief elected officials of the municipalities in each board's region (as the law also requires for the other board members). Under the bill, the navigator must coordinate with the boards, the Governor's Workforce Council, and the Department of Labor (DOL) to connect people in adult education programs with workforce opportunities such as internships, apprenticeships, job shadowing opportunities, and credentials offered in the state.

Under the bill, a "credential" is generally a documented award issued by an authorized body, such as a (1) diploma from a higher education

institution or private career school; (2) certification awarded through an examination process designed to show the acquisition of certain knowledge, skill, and ability to do a specific job; (3) government-issued license that allows someone to practice a specific occupation; or (4) documented completion of an apprenticeship or job training program.

EFFECTIVE DATE: October 1, 2026

§ 37 — DOL TRAINING ON ADULT EDUCATION PROGRAMS

Requires the (1) labor commissioner to develop a training on adult education programs in the state and (2) regional workforce navigators to have this training annually

The bill requires the DOL commissioner, in consultation with educational institutions, the regional workforce development boards, and the Governor's Workforce Council, to develop training on adult education programs in the state, including funding streams for the programs and performance measures to ensure informed collaboration. Under the bill, the training must be given annually to the regional workforce navigators (see § 36).

EFFECTIVE DATE: October 1, 2026

§ 38 — SDE STUDY OF CO-INSTRUCTION TEACHING MODELS

Requires SDE to study the effectiveness and benefits of co-instruction teaching models that allow non-certified people to teach alongside a certified teacher

The bill requires SDE to study the effectiveness and benefits of co-instruction teaching models used by public schools, including models that allow people who do not have a professional teaching certification to teach alongside a certified teacher. The department must submit the study's results to the Education Committee by January 1, 2027.

EFFECTIVE DATE: Upon passage

§§ 39 & 40 — REASONABLE ACCOMMODATION FOR CONDITIONS RELATED TO MENOPAUSE

Requires an employer to provide a reasonable accommodation for an employee with a menopause-related condition unless it would be an undue hardship for the employer to do so; requires CHRO to develop a related model workplace policy and education materials

The bill generally requires an employer to provide a reasonable

accommodation for an employee with a menopause-related condition by making it a discriminatory practice not to unless it would be an undue hardship. By doing this, it allows an aggrieved person to file a complaint with the Commission on Human Rights and Opportunities (CHRO) (CGS § 46a-82). The law already requires reasonable accommodations related to pregnancy.

By law, an "employer" includes the state, the state's political subdivisions, and any person or employer with one or more employees (CGS § 46a-51).

The bill also requires (1) employers to notify employees of their rights under the bill and (2) CHRO to work with organizations advocating for people with menopause or related medical conditions to develop a model workplace policy on reasonable accommodations for menopause or related conditions and related education materials. CHRO must post the model policy and education materials on the commission's website.

EFFECTIVE DATE: October 1, 2026

Discriminatory Practice

Under the bill, it is a discriminatory practice for an employer to:

1. fail or refuse to make a reasonable accommodation for a current or prospective employee for a condition related to menopause, unless the employer can demonstrate that it would be an undue hardship (see *Background — Undue Hardship*);

2. deny employment opportunities to a current or prospective employee if the denial is related to their request for a reasonable accommodation for a condition related to menopause; and

3. force a current or prospective employee with a condition related to menopause to accept a reasonable accommodation if they (a) do not have a known limitation related to their condition or (b) do not need a reasonable accommodation to complete duties essential to their job.

Employee Notification

The bill requires employers to give employees written notice of their right to be free from discrimination for menopause and related conditions, including the right to reasonable accommodations for known limitations from these conditions. Existing law requires employers to give similar notice to employees about pregnancy, childbirth, and related conditions.

Under the bill, notice must be given to (1) new employees when they start work; (2) existing employees (presumably, within 120 days of the bill's effective date); and (3) any employee who notifies their employer of their menopause-related condition (within 10 days of their notification).

Background — Reasonable Accommodation

By law, "reasonable accommodations" include:

1. being allowed to sit while working,
2. more frequent or longer breaks,
3. periodic rest,
4. help with manual labor,
5. job restructuring,
6. light duty assignments,
7. modified work schedules,
8. temporary transfers to less strenuous or less hazardous work,
9. time off to recover from childbirth, or
10. break time and appropriate facilities for expressing breast milk.

Background — Undue Hardship

Under existing law, an "undue hardship" is an action requiring

significant difficulty or expense when considering the accommodation's nature and cost, the employer's overall financial resources, the employer's size and facilities, and the effect on the employer's operations.

Background — Related Bill

SB 353 (File 355), favorably reported by the Labor and Public Employees Committee, has identical provisions on reasonable accommodations in the workplace for employees with conditions related to menopause.

§ 41 — BREASTFEEDING AND EXPRESSING MILK IN THE WORKPLACE

Requires employers to provide a reasonable break time for an employee to express breast milk for the employee's nursing child or to breastfeed in the workplace as needed

This bill requires employers to provide a reasonable break time for an employee to express breastmilk for the employee's nursing child or to breastfeed at the workplace each time the employee needs to do so. Current law allows an employee to express breastmilk or breastfeed during her meal or break period.

Existing law, unchanged by the bill, requires an employer to make reasonable efforts to provide a room or location near the work area, except a toilet stall, that (1) is private, (2) has or is near a refrigerator or other employee-provided portable cold storage device, and (3) has access to an electrical outlet. This generally aligns with federal law that requires a reasonable break time and a private space other than a bathroom to express breast milk for up to one year after a child's birth (29 U.S.C. § 218d).

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

SB 345 (File 351), favorably reported by the Labor and Public Employees Committee, has an identical provision on breastfeeding and expressing milk in the workplace.

§ 42 — INCLEMENT WEATHER BUSINESS CLOSURES

Requires employers with at least 50 employees to make their best efforts to allow their employees to work remotely, if applicable, when their business is closed due to inclement weather; prohibits employers from requiring employees to use their accrued paid time off when working remotely in these instances

The bill requires employers with at least 50 employees in the state to make their best efforts to allow their employees to work remotely, if applicable, when their place of business is closed due to inclement weather. It also prohibits these employers from requiring employees who can work remotely to use their sick leave, vacation time, personal leave, or other accrued leave when they are working remotely. (It is unclear whether these provisions apply to public sector employers, such as the state and municipalities, and how they would be enforced.)

EFFECTIVE DATE: October 1, 2026

§ 43 — HOSPITAL STAFFING COMMITTEES AND NURSE STAFFING PLANS

Requires hospital staffing committees to include at least two assistive personnel; expands the required content in biannual nurse staffing plan reports; requires hospitals to annually report nurse staffing plans to DPH and the department to post them online; requires DPH to issue orders for violations of mandatory limits on nurse overtime and for failing to implement nurse staffing plans approved by a majority of committee members; increases civil penalties for noncompliance with nurse staffing requirements

Hospital Staffing Committees

By law, hospitals must establish a hospital staffing committee to help prepare their annual nurse staffing plans. Committees must include a broad representation across hospital services and at least 50% of their membership must be direct care registered nurses (RNs) who work at the hospital.

The bill requires these committees' membership to also include at least two assistive personnel (non-licensed personnel who do specific delegated patient care activities).

Under the bill, when assistive personnel are members of a collective bargaining unit, a representative of that unit must select the assistive personnel who will participate on the committee, unless this would be barred by the National Labor Relations Act or the State Employee Relations Act.

If the assistive personnel are not members of a collective bargaining unit, the bill requires them to be selected through a process set by the hospital's direct care RNs.

The bill also deletes an obsolete provision that required hospital staffing committees in existence prior to 2023 to get feedback from direct care RNs on the committee member selection process.

Hospital Nurse Staffing Plans

Existing law requires each hospital to report biannually (by each January 15 and July 15) to DPH whether it has complied in the past six months with at least 80% of its nurse staffing assignments in its nurse staffing plan. The bill requires the report to also include the date of each instance the hospital varied from the plan's staffing assignments and the unit where the variation occurred.

Additionally, the bill requires hospitals to annually report to DPH, starting by October 1, 2026, their nurse staffing plans, which the department must then post on the DPH website. Existing law already requires hospitals to annually report to DPH by each January 1 and July 1 on their prospective nurse staffing plans and certify that they are sufficient to provide adequate and appropriate patient care.

Noncompliance With Nurse Staffing Requirements

The bill requires the DPH commissioner to issue an order if a hospital fails to (1) comply with existing law's mandatory limits on nurse overtime in hospitals or (2) implement a nurse staffing plan approved by a majority of the hospital staffing committee's members.

Existing law already requires the commissioner to issue an order if a hospital fails to (1) establish or maintain a hospital staffing committee, (2) submit a biannual compliance report to DPH, (3) post the staffing plan, or (4) comply with at least 80% of the nurse staffing assignments in its nurse staffing plan.

As under current law, the DPH order must (1) require the hospital to submit and implement a corrective action plan unless DPH disapproves

the plan within 20 business days after the hospital submits it and (2) impose civil penalties. The bill increases, from $3,500 to $5,500, the civil penalty for the first violation and, from $5,000 to $7,500, the penalty for subsequent violations.

Under the bill, the following actions are considered separate violations:

1. each day a hospital fails to establish or maintain a hospital staffing committee;

2. each day a hospital fails to submit to DPH its annual nurse staffing report and biannual nurse staffing compliance reports;

3. each day a hospital fails to post the nurse staffing plan;

4. each day a hospital fails to comply with at least 80% of the nurse staffing assignments in its nurse staffing plan; and

5. each violation of existing law's mandatory limits on nurse overtime in hospitals.

The bill also requires the commissioner to post any orders she issues on the DPH website.

As under current law, a hospital has five business days after receiving the order to request a hearing to contest it.

EFFECTIVE DATE: October 1, 2026

§ 44 — CERTIFIED NURSING ASSISTANT TRAINING PROGRAM GRANT

Requires DPH, within available appropriations, to administer a grant program for CNA training programs

The bill requires the Department of Public Health (DPH), starting in FY 27 and within available appropriations, to annually administer a statewide certified nursing assistant (CNA) training program to give grants to organizations that educate and train prospective CNAs in the state. Under the bill, an organization may submit grant applications in

a form and way set by the DPH commissioner.

The bill requires DPH, starting by December 31, 2028, to prepare a report every two years on the program's implementation and at least include an evaluation of the program's success. (The bill does not specify what DPH must do with the report after preparing it.)

EFFECTIVE DATE: Upon passage

§§ 45 & 46 — DOL INFORMATIONAL WEBPAGE

Requires the DOL commissioner, by January 1, 2027, to improve and update the veteran employment information DOL provides on its website; requires the DVA commissioner, starting January 1, 2027, to send a biweekly email newsletter with relevant resources and materials included on the DOL informational webpage to interested recipients and post a link to the webpage

The bill requires the DOL commissioner, by January 1, 2027, to improve and update the veteran employment information DOL posts on the Internet. First, the bill requires her to annually update the department's informational webpage serving as a central repository of information, resources, and materials with any findings from the study on technology use for military employment the bill requires (see below). The webpage must include links to external sources on:

1. job training,
2. career counseling,
3. workforce development organizations,
4. employers who are veteran- and military-friendly or who set and commit to meeting veteran hiring targets and current and former armed forces members, and
5. other relevant topics for those transitioning from the military to a professional civilian occupation.

Additionally, she must (1) post in a conspicuous location on the informational webpage details of relevant Military Department employment assistance programming (see § 46) and the Department of

Veterans Affairs (DVA) job fair (see § 48) and (2) try to optimize the webpage's visibility in Internet search engine results.

The bill also requires the DOL commissioner, starting January 1, 2027, to annually solicit known and reputable providers of information, resources, and materials described above. She must do this in consultation with the DVA commissioner and adjutant general.

DVA Newsletter and Website

The bill requires the DVA commissioner, starting January 1, 2027, to (1) send a biweekly email newsletter with relevant resources and materials included on the DOL informational webpage to interested recipients and (2) post a link to the webpage in a conspicuous location on the DVA's website.

Under the bill, the DOL commissioner must (1) have a form on the informational webpage that an interested person can submit to request the biweekly email newsletter and (2) send the DVA commissioner the email addresses of those who submitted the form during the preceding month.

Training Site Signage

Beginning January 1, 2027, the bill requires the adjutant general to post, in conspicuous locations throughout each inactive duty training weekend site, signs with a quick response (QR) code that current reserve members or the National Guard can use to access the informational webpage.

EFFECTIVE DATE: October 1, 2026

§ 45 — DOL STUDY ON TECHNOLOGY USE FOR MILITARY EMPLOYMENT

Requires the DOL commissioner to study models from other regional states that use technology, including AI, to connect current and former armed forces members with prospective employers based on the members' military occupational specialties and educational and professional backgrounds

By January 1, 2028, the bill requires the DOL commissioner to study models from other regional states that use technology, including

artificial intelligence (AI), to connect current and former armed forces members with prospective employers based on the members' military occupational specialties and educational and professional backgrounds. The commissioner must use the study's findings to update the informational webpage.

Under the bill, the commissioner must submit a report on her findings and recommendations to the Veterans' and Military Affairs Committee by February 1, 2028.

EFFECTIVE DATE: October 1, 2026

§ 46 — MILITARY DEPARTMENT EMPLOYMENT ASSISTANCE PROGRAM

Requires the adjutant general, within existing resources, to promote and periodically improve the Military Department's employment assistance program

The bill requires the adjutant general, in consultation with the DOL commissioner and within existing resources, to promote and periodically improve the Military Department's employment assistance program. The adjutant general and the DOL commissioner must tailor the promotion and improvements to better supplement the federal transition assistance program administered by the U.S. Department of Defense.

Currently, the program offers advice and information to current and former armed forces members, including any reserve component and the National Guard, who are considering available educational and occupational opportunities.

EFFECTIVE DATE: October 1, 2026

§§ 47 & 48 — "STAND DOWN" EVENT

Requires the DVA commissioner to annually hold a one-day "Stand Down" event throughout the state that offers services, supplies, or assistance to any veteran

The bill requires the DVA commissioner to annually hold a one-day "Stand Down" event throughout the state that offers services, supplies, or assistance to any veteran. (In practice, DVA is already conducting these events.)

Beginning January 1, 2028, the commissioner must include, as part of these events, a job fair to promote employment of current and former armed forces members, including reserve and National Guard members.

The DVA commissioner may coordinate with the DOL commissioner to invite representatives of Connecticut employers to attend the fair and present information about prospective employment opportunities. The DVA commissioner must also publicize the job fair on the department's website and in the biweekly newsletter required above.

EFFECTIVE DATE: October 1, 2026

§ 49 — LEGISLATIVE RECOMMENDATIONS ON MILITARY EMPLOYMENT

Requires the DECD commissioner to develop legislative recommendations for promoting in-state employment of current and former armed forces members

By August 1, 2026, the bill requires the Department of Economic and Community Development (DECD) commissioner, in consultation with the DOL and DVA commissioners and any other official, organization, or entity he deems appropriate, to develop legislative recommendations to promote in-state employment of current and former armed forces members, including reserve and National Guard members. In doing so, the DECD commissioner may examine the effectiveness of various incentives, including tax credits, wage subsidies, and training.

The DECD commissioner must report these recommendations to the Commerce, Labor and Public Employees, and Veterans' and Military Affairs committees by January 15, 2027.

EFFECTIVE DATE: Upon passage

Background — Related Bill

sHB 5409 (File 149), reported favorably by the Veterans' and Military Affairs Committee, has substantially similar provisions as §§ 45-49 of this bill.

§ 50 — PAYCHECK TRANSPARENCY

Requires certain employers to create a guide for employees on pay codes for overtime and pay differentials

The bill requires employers with at least 50 employees (including the state and municipalities) to create a guide for their employees on the pay codes the employer uses for overtime and pay differentials. The bill requires employers to post the guide on their website in English, Spanish, and the most common other languages spoken by their employees. The guide must (1) explain the codes used for overtime and any pay differentials (for example, shift differentials, on-call pay, hazard pay, call-back pay, holiday or weekend pay, or geographic pay differentials) and (2) include contact information for the designated office or person who will handle employee disputes about calculations of hours and pay differentials.

Under the bill, employers must update the guide each time a new pay code is added for overtime or a pay differential. They must also (1) include a link to the guide on each record of hours given to an employee and (2) give new employees a link to the guide upon hire.

EFFECTIVE DATE: October 1, 2026

Background — Related Bill

sHB 5386 (File 199), favorably reported by the Labor and Public Employees Committee, has a similar provision requiring creation and posting of pay code guides.

§ 51 — DISCLOSURE OF WAGE RANGES AND BENEFITS IN PUBLIC AND INTERNAL JOB ADVERTISEMENTS.

Requires an employer to include a position's wage or wage range, and a general description of the position's benefits, in public and internal job advertisements

This bill expands the wage disclosure law to require an employer to include a position's wage or wage range, and a general description of the position's benefits, in its public and internal job advertisements. The bill specifies that it does not require an advertisement if the employer uses an alternative hiring or recruiting method.

The bill defines benefits as (1) health insurance; (2) retirement; (3) fringe; (4) paid leave; and (5) any other compensation, other than wages, offered with a position. Under the bill, an employer is required to set a

wage range for a position in good faith, instead of setting the range the employer anticipates relying on. In setting the range, current law allows the employer to refer to a number of items. The bill alters one of the items by allowing an employer to refer to an actual wage range for employees in equivalent positions, rather than "comparable" positions as under current law.

The bill also:

1. requires employers to give job applicants and employees this benefit information when they are currently required to give them wage information (with one change on the timing of providing information, see below);

2. prohibits employers from retaliating or discriminating against a job applicant or employee for exercising their rights under the wage disclosure law, including by refusing to hire or interview an applicant or refusing to promote or terminating an employee (the law already prohibits adverse job actions against an employee who inquires about the wages of other employees or discloses or discusses their own or other employees' wages);

3. requires a court to award statutory damages between $500 and $5,000, if they are greater than the compensatory damages the court would otherwise award, for violations of the wage disclosure law;

4. eliminates a provision in the current wage disclosure law stating that the law cannot be construed to require an employer or employee to disclose the wages paid to an employee;

5. specifies that the wage disclosure law applies to positions with duties in the state or when the duties are performed out-of-state but the employee reports to a supervisor, office, or work site in the state; and

6. makes conforming changes.

The state's current wage disclosure law generally (1) requires

employers, including the state and municipalities, to give job applicants and employees the wage range for their positions upon request and (2) prohibits employers from taking certain steps to limit their employees' ability to share information about their wages.

EFFECTIVE DATE: October 1, 2026

Disclosure to Applicants and Employees

Currently, an employer must provide wage information (a) when an applicant requests it or (b) before making an offer to an applicant, whichever comes first. The bill requires disclosure of benefits as well, and changes when an applicant must receive information to the earlier of (a) when the applicant requests it or (b) before there is a discussion or an offer of compensation, if the information has not already been disclosed in the position's public or internal job ad.

Similarly, current law requires employers to provide wage information (1) upon hiring an employee, (2) when an employee changes positions, and (3) when an employee first requests it. The bill requires employers to also give a description of benefits when providing wage information under this provision.

Background — Related Bill

HB 5387 (File 249), favorably reported by the Labor and Public Employees Committee, has a similar provision on wage range and benefits disclosure on public and internal job advertisements.

§ 52 — GRANT PROGRAM FOR JUNIOR FIREFIGHTER PROGRAMS

Creates a grant program for junior firefighter programs run by volunteer fire departments

The bill requires the state fire administrator to create and administer a program to give grants-in-aid to junior firefighter programs run by volunteer fire departments. It requires the administrator to conspicuously post a description of the program, including its eligibility criteria and application process, on DESPP's Division of Fire Services website. Under the bill, a junior firefighter program must apply for the grants in a form and way set by the state fire administrator.

EFFECTIVE DATE: Upon passage

BACKGROUND

Legislative History

The House referred the bill (File 400) to the Appropriations Committee, which favorably reported a substitute that removes a provision that would have appropriated $50,000 from the General Fund to the Division of Fire Services for the junior firefighter grant program in FY 27.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute
Yea 9 Nay 4 (03/17/2026)

Appropriations Committee

Joint Favorable Substitute
Yea 34 Nay 13 (04/14/2026)