



General Assembly

**Amendment**

February Session, 2026

LCO No. 4793



Offered by:

REP. SANCHEZ E., 24<sup>th</sup> Dist.

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To: Subst. House Bill No. 5003

File No. 709

Cal. No. 258

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

1 Strike everything after the enacting clause and substitute the  
2 following in lieu thereof:

3 "Section 1. Section 31-307 of the general statutes is repealed and the  
4 following is substituted in lieu thereof (*Effective October 1, 2026*):

5 (a) If any injury for which compensation is provided under the  
6 provisions of this chapter results in total incapacity to work, the injured  
7 employee shall be paid a weekly compensation equal to seventy-five per  
8 cent of the injured employee's average weekly earnings as of the date of  
9 the injury, calculated pursuant to section 31-310, after such earnings  
10 have been reduced by any deduction for federal or state taxes, or both,  
11 and for the federal Insurance Contributions Act made from such  
12 employee's total wages received during the period of calculation of the  
13 employee's average weekly wage pursuant to section 31-310; but the

14 compensation shall not be more than the maximum weekly benefit rate  
15 set forth in section 31-309 for the year in which the injury occurred. No  
16 employee entitled to compensation under this section shall receive less  
17 than twenty per cent of the maximum weekly compensation rate, as  
18 provided in section 31-309, provided the minimum payment shall not  
19 exceed seventy-five per cent of the employee's average weekly wage, as  
20 determined under section 31-310, and the compensation shall not  
21 continue longer than the period of total incapacity.

22 (b) Notwithstanding the provisions of subsection (a) of this section,  
23 any employee who suffers any injury or illness caused by the employer's  
24 violation of any health or safety regulation adopted pursuant to chapter  
25 571 or adopted by the federal Occupational Safety and Health  
26 Administration and listed in 29 CFR, Chapter XVII, after the violation  
27 has been cited in accordance with the provisions of section 31-375 or the  
28 provisions of the Occupational Safety and Health Act of 1970, 84 Stat.  
29 1601 (1970), 29 USC 658 and not abated within the time fixed by the  
30 citation, provided the citation has not been set aside by appeal to the  
31 appropriate agency or court having jurisdiction, shall receive a weekly  
32 compensation equal to one hundred per cent of the employee's average  
33 weekly earnings at the time of the injury or illness.

34 (c) The following injuries of any person shall be considered as causing  
35 total incapacity and compensation shall be paid accordingly: (1) Total  
36 and permanent loss of sight of both eyes, or the reduction to one-tenth  
37 or less of normal vision; (2) the loss of both feet at or above the ankle; (3)  
38 the loss of both hands at or above the wrist; (4) the loss of one foot at or  
39 above the ankle and one hand at or above the wrist; (5) any injury  
40 resulting in permanent and complete paralysis of the legs or arms or of  
41 one leg and one arm; (6) any injury resulting in incurable imbecility or  
42 mental illness.

43 (d) An employee who has suffered the loss or loss of the use of one of  
44 the members of the body, or part of one of the members of the body, or  
45 the reduction of vision in one eye to one-tenth or less of normal vision,  
46 shall not receive compensation for the later injury in excess of the

47 compensation allowed for the injury when considered by itself and not  
48 in conjunction with the previous incapacity except as provided in this  
49 chapter.

50 (e) Notwithstanding the provisions of subsection (a) of this section, if  
51 any injury for which compensation is provided under the provisions of  
52 this chapter results in total incapacity to work as a result of any physical  
53 or negligent assault upon a health care provider or other employee of a  
54 health care facility or institution while such health care provider or other  
55 employee was acting in the discharge of such health care provider's or  
56 other employee's duties within the scope of such health care provider's  
57 or other employee's employment or under the direction of such health  
58 care provider's or other employee's employer, the injured health care  
59 provider or other employee shall be paid a weekly compensation equal  
60 to one hundred per cent of the injured health care provider's or other  
61 employee's average weekly earnings as of the date of the injury,  
62 calculated pursuant to section 31-310, after such earnings have been  
63 reduced by any deduction for federal or state taxes, or both, and for the  
64 federal Insurance Contributions Act made from such health care  
65 provider or employee's total wages received during the period of  
66 calculation of the health care provider or other employee's average  
67 weekly wage pursuant to section 31-310, provided the provisions of  
68 section 31-309 shall not apply to such weekly compensation. Such  
69 weekly compensation shall additionally include payment for any (1)  
70 expenses reasonably incurred by such health care provider or other  
71 employee for medical or other services necessary as a result of such  
72 assault, or (2) lost wages due to an absence due to a court appearance in  
73 connection with such assault. Any time for such absence shall not be  
74 charged against such health care provider's or other employee's sick  
75 leave, vacation time, personal leave days or other accrued leave. For  
76 purposes of this subsection, "health care provider" means an individual  
77 directly or indirectly employed by, or volunteering for, a health care  
78 facility or institution or a state agency and who (A) is involved in direct  
79 patient care, or (B) has direct contact with the patient or patient's family  
80 when either (i) collecting or processing information for patients forms

81 and records, or (ii) escorting or directing the patient or patient's family  
82 on the health care employer's premises, and "health care facility or  
83 institution" means a hospital, nursing home, rest home, home health  
84 care agency, home health aide agency, emergency medical services  
85 organization, assisted living services agency, outpatient clinic,  
86 outpatient surgical facility, community health center, urgent care  
87 facility, medical office owned or operated exclusively by a person or  
88 persons licensed pursuant to section 20-13, dental office and infirmary  
89 operated by an education institution for the care of students enrolled in,  
90 and faculty and employees of, such institution, except "health care  
91 facility or institution" does not include Whiting Forensic Hospital.

92 (f) Notwithstanding the provisions of subsection (a) of this section, if  
93 any injury for which compensation is provided under the provisions of  
94 this chapter results in total incapacity to work as a result of any physical  
95 or negligent assault upon any member of a board of education, the State  
96 Board of Education, the Board of Regents of Higher Education or the  
97 Board of Trustees for The University of Connecticut or any teacher  
98 employed by such boards or other employee of such boards while such  
99 member, teacher or other employee was acting in the discharge of such  
100 member's, teacher's or other employee's duties within the scope of such  
101 member's, teacher's or other employee's employment or under the  
102 direction of such member's, teacher's or other employee's employer, the  
103 injured member, teacher or other employee shall be paid a weekly  
104 compensation equal to one hundred per cent of the injured member's,  
105 teacher's or other employee's average weekly earnings as of the date of  
106 the injury, calculated pursuant to section 31-310, after such earnings  
107 have been reduced by any deduction for federal or state taxes, or both,  
108 and for the federal Insurance Contributions Act made from such  
109 member's, teacher's or other employee's total wages received during the  
110 period of calculation of the member's, teacher's or other employee's  
111 average weekly wage pursuant to section 31-310, provided the  
112 provisions of section 31-309 shall not apply to such weekly  
113 compensation. Such weekly compensation shall additionally include  
114 payment for any (1) expenses reasonably incurred by such member,

115 teacher or other employee for medical or other services necessary as a  
116 result of such assault, or (2) lost wages due to an absence due to a court  
117 appearance in connection with such assault. Any time for such absence  
118 shall not be charged against such member's, teacher's or other  
119 employee's sick leave, vacation time, personal leave days or other  
120 accrued leave. For purposes of this subsection, "teacher" and "other  
121 employee" include any student completing a student teaching  
122 experience under the direction of a teacher employed by a local or  
123 regional board of education or by the State Board of Education or Board  
124 of Governors or Higher Education, and any member of the faculty or  
125 staff or any student employment by The University of Connecticut  
126 Health Center or health services.

127 Sec. 2. Section 31-40z of the general statutes is repealed and the  
128 following is substituted in lieu thereof (*Effective October 1, 2026*):

129 (a) As used in this section:

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

133 [(1)] (2) "Employer" means any individual, corporation, limited  
134 liability company, firm, partnership, voluntary association, joint stock  
135 association, the state and any political subdivision thereof and any  
136 public corporation within the state using the services of one or more  
137 employees for pay;

138 [(2)] (3) "Employee" means any individual employed or permitted to  
139 work by an employer;

140 [(3)] (4) "Wages" means compensation for labor or services rendered  
141 by an employee, whether the amount is determined on a time, task,  
142 piece, commission or other basis of calculation; and

143 [(4)] (5) "Wage range" means the range of wages an employer  
144 [anticipates relying on when setting wages] sets in good faith for a

145 position, and may include reference to any applicable pay scale,  
146 previously determined range of wages for the position, actual range of  
147 wages for those employees currently holding comparable positions or  
148 the employer's budgeted amount for the position.

149 (b) No employer shall:

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

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

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

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

164 (5) Inquire or direct a third party to inquire about a prospective  
165 employee's wage and salary history unless a prospective employee has  
166 voluntarily disclosed such information, except that this subdivision  
167 shall not apply to any actions taken by an employer, employment  
168 agency or employee or agent thereof pursuant to any federal or state law  
169 that specifically authorizes the disclosure or verification of salary  
170 history for employment purposes. Nothing in this section shall prohibit  
171 an employer from inquiring about other elements of a prospective  
172 employee's compensation structure, as long as such employer does not  
173 inquire about the value of the elements of such compensation structure;

174 (6) Discharge, discipline, discriminate against, retaliate against or

175 otherwise penalize any employee who discloses or discusses the  
176 amount of [his or her] such employee's wages or the wages of another  
177 employee of such employer that have been disclosed voluntarily by  
178 such other employee;

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

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

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

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

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

204 [(c) Nothing in this section shall be construed to require any employer  
205 or employee to disclose the amount of wages paid to any employee.]

206 [(d)] (c) An action to redress a violation of subsection (b) of this  
207 section may be maintained in any court of competent jurisdiction by any  
208 one or more employees or prospective employees. An employer who  
209 violates subsection (b) of this section may be found liable for  
210 compensatory damages, attorney's fees and costs, punitive damages,  
211 and such legal and equitable relief as the court deems just and proper.

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

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

220 Sec. 3. (*Effective from passage*) (a) There is established a working group  
221 to study the feasibility and considerations necessary to implement a  
222 system (1) for health care providers with an electronic health records  
223 system capable of connecting to and participating in the State-wide  
224 Health Information Exchange, as specified in section 17b-59e of the  
225 general statutes, to report to said exchange incidences of patient  
226 violence directed at a health care provider, and (2) that alerts a health  
227 care provider with such electronic health records system when the  
228 provider accepts a new patient or has a scheduled visit with an existing  
229 patient who has a documented history of any such incidence.

230 (b) The working group shall consist of the following members: (1)  
231 Three members appointed by each chairperson of the joint standing  
232 committee of the General Assembly having cognizance of matters  
233 relating to public health, and (2) two members appointed by each  
234 ranking member of the joint standing committee of the General  
235 Assembly having cognizance of matters relating to public health. The  
236 chairpersons of the joint standing committee of the General Assembly  
237 having cognizance of matters relating to public health shall select the

238 chairpersons of the task force from among the members of the task force.

239 (c) Not later than January 1, 2027, the working group shall submit a  
240 report on the findings of the study, in accordance with the provisions of  
241 section 11-4a of the general statutes, to the joint standing committee of  
242 the General Assembly having cognizance of matters relating to public  
243 health.

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

246 (a) As used in this section:

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

250 (2) "Employee" means any person engaged in service to an employer  
251 in the business of [his] such person's employer.

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

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

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

276 Sec. 5. (*Effective from passage*) (a) There is established a task force to  
277 study additional services, funding and benefits that may be utilized in  
278 order to support persons with disabilities who earn less than the  
279 minimum wage pursuant to Section 14(c) of the Fair Labor Standards  
280 Act of 1937, 29 USC 214(c). The task force shall (1) examine potential  
281 benefits and existing impediments to the state in utilizing such  
282 additional services for such persons, and (2) make recommendations on  
283 funding sources and benefits the state can provide to support such  
284 persons.

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

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

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

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

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

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

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

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

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

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

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

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

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

310 (c) Any member of the task force appointed under subdivision (3),  
311 (4), (5), (6), (7) or (8) of subsection (b) of this section may be a member  
312 of the General Assembly.

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

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

321 (f) The chairpersons of the joint standing committee of the General  
322 Assembly having cognizance of matters relating to labor and public  
323 employees, or their designees, shall be the chairpersons of the task force.

324 Such chairpersons shall schedule the first meeting of the task force,  
325 which shall be held not later than sixty days after the effective date of  
326 this section.

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

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

337 Sec. 6. Section 21a-421d of the general statutes is repealed and the  
338 following is substituted in lieu thereof (*Effective October 1, 2026*):

339 (a) As used in this section:

340 (1) "Bona fide labor organization" means (A) with respect to a labor  
341 peace agreement entered into on or before September 30, 2023, a labor  
342 union that (i) represents employees in this state with regard to wages,  
343 hours and working conditions, (ii) whose officers have been elected by  
344 a secret ballot or otherwise in a manner consistent with federal law, (iii)  
345 is free of domination or interference by any employer and has received  
346 no improper assistance or support from any employer, and (iv) is  
347 actively seeking to represent cannabis workers in the state, and (B) with  
348 respect to a labor peace agreement entered into on or after October 1,  
349 2023, a labor union that is included on the list established and  
350 periodically updated by the department pursuant to subsection (b) of  
351 this section;

352 (2) "Labor peace agreement" means an agreement between a cannabis  
353 establishment and a bona fide labor organization under this section  
354 pursuant to which the owners and management of the cannabis

355 establishment agree not to lock out employees and that prohibits the  
356 bona fide labor organization from engaging in picketing, work  
357 stoppages or boycotts against the cannabis establishment;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

416 (c) Any provisional cannabis establishment licensee, dispensary  
417 facility or producer shall, as a condition of its final license approval,  
418 license conversion or approval for expanded authorization,  
419 respectively, enter into a labor peace agreement with a bona fide labor  
420 organization. Any such labor peace agreement shall contain a clause  
421 that the parties agree that final and binding arbitration by a neutral  
422 arbitrator will be the exclusive remedy for any violation of such  
423 agreement.

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

430 (e) A licensee or bona fide labor organization may commence a civil  
431 action in the Superior Court in the judicial district where the facility  
432 used in the operation of a cannabis establishment is located to enforce  
433 the arbitration award or to lift the license suspension. The license shall  
434 remain suspended until such time that: (1) The arbitrator notifies, or  
435 both of the parties to the arbitration notify, the department that the  
436 licensee is in compliance with the arbitration award; (2) both of the  
437 parties to the arbitration notify the department that they have  
438 satisfactorily resolved their dispute; (3) the court, after hearing, lifts the  
439 suspension; or (4) the court, after hearing, orders alternative remedies,  
440 which may include, but need not be limited to, ordering the department  
441 to revoke the license or ordering the appointment of a receiver to  
442 properly dispose of any cannabis inventory. Except as provided in  
443 subsection (f) of this section, during such time that a license is  
444 suspended pursuant to this section, the licensee may engage in conduct  
445 necessary to maintain and secure the cannabis inventory, but may not

446 sell, transport or transfer cannabis to another cannabis establishment,  
447 consumer or laboratory, unless such sale or transfer is associated with a  
448 voluntary surrender of license and a cannabis disposition plan  
449 approved by the commissioner.

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

455 (g) The Labor Commissioner shall not recognize, as part of the  
456 minimum fair wage, gratuities for persons employed at a cannabis  
457 establishment, dispensary facility or producer. Any cannabis  
458 establishment, dispensary facility or producer who pays or agrees to  
459 pay an employee less than the minimum fair wage shall be in violation  
460 of section 31-60. For purposes of this subsection, "minimum fair wage"  
461 has the same meaning as provided in section 31-58, as amended by this  
462 act.

463 Sec. 7. Subdivision (1) of section 31-275 of the general statutes is  
464 repealed and the following is substituted in lieu thereof (*Effective October*  
465 *1, 2026*):

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

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

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

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

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

508 [(iv)] (v) Notwithstanding the provisions of clauses (i) and (ii) of this  
509 subparagraph, the dependents of any deceased employee of the

510 Department of Correction who was injured in the course of his  
511 employment, as defined in this subparagraph, on or after July 1, 2000,  
512 and who died not later than July 15, 2000, shall be paid compensation  
513 on account of the death, in accordance with the provisions of section 31-  
514 306, retroactively to the date of the employee's death. The cost of the  
515 payment shall be paid by the employer or its insurance carrier which  
516 shall be reimbursed for such cost from the Second Injury Fund as  
517 provided in section 31-354 upon presentation of any vouchers and  
518 information that the Treasurer may require;

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

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

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

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

534 (F) For purposes of subparagraph (C) of this subdivision, "narcotic  
535 drugs" means all controlled substances, as designated by the  
536 Commissioner of Consumer Protection pursuant to subsection (c) of  
537 section 21a-243, but does not include drugs prescribed in the course of  
538 medical treatment or in a program of research operated under the  
539 direction of a physician or pharmacologist. For purposes of  
540 subparagraph (E) of this subdivision, "place of abode" includes the

541 inside of the residential structure, the garage, the common hallways,  
542 stairways, driveways, walkways and the yard;

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

549 Sec. 8. Subsections (c) to (e), inclusive, of section 10-151 of the general  
550 statutes are repealed and the following is substituted in lieu thereof  
551 (*Effective July 1, 2026*):

552 (c) The contract of employment of a teacher who has not attained  
553 tenure may be terminated at any time for any of the reasons enumerated  
554 in subdivisions (1) to (6), inclusive, of subsection (d) of this section;  
555 otherwise the contract of such teacher shall be continued into the next  
556 school year unless such teacher receives written notice by May first in  
557 one school year that such contract will not be renewed for the following  
558 year. Upon the teacher's written request, not later than three calendar  
559 days after such teacher receives such notice of nonrenewal or  
560 termination, a notice of nonrenewal or termination shall be  
561 supplemented not later than four calendar days after receipt of the  
562 request by a statement of the reason or reasons for such nonrenewal or  
563 termination. Such teacher, upon written request filed with the board of  
564 education not later than ten calendar days after the receipt of notice of  
565 termination, or nonrenewal shall be entitled to a hearing, except as  
566 provided in this subsection, (1) before the board, or (2) if indicated in  
567 such request and if designated by the board, before an impartial hearing  
568 officer chosen by the teacher and the superintendent in accordance with  
569 the provisions of subsection (d) of this section. Such hearing shall  
570 commence not later than fifteen calendar days after receipt of such  
571 request unless the parties mutually agree to an extension not to exceed  
572 fifteen calendar days. The impartial hearing officer or a subcommittee  
573 of the board of education, if the board of education designates a

574 subcommittee of three or more board members to conduct hearings,  
575 shall submit written findings and recommendations to the board for  
576 final disposition. The teacher shall have the right to appear with counsel  
577 of the teacher's choice at the hearing. A teacher who has not attained  
578 tenure shall not be entitled to a hearing concerning nonrenewal if the  
579 reason for such nonrenewal is either elimination of position or loss of  
580 position to another teacher. The board of education shall rescind a  
581 nonrenewal decision only if the board finds such decision to be arbitrary  
582 and capricious. Any such teacher whose contract is terminated for the  
583 reasons enumerated in subdivisions (3) and (4) of subsection (d) of this  
584 section shall have the right to appeal in accordance with the provisions  
585 of subsection (e) of this section.

586 (d) The contract of employment of a teacher who has attained tenure  
587 shall be continued from school year to school year, except that it may be  
588 terminated at any time for one or more of the following reasons: (1)  
589 Inefficiency, incompetence or ineffectiveness, provided, if a teacher is  
590 notified on or after July 1, 2014, that termination is under consideration  
591 due to incompetence or ineffectiveness, the determination of  
592 incompetence or ineffectiveness is based on evaluation of the teacher  
593 using teacher evaluation guidelines established pursuant to section 10-  
594 151b; (2) insubordination against reasonable rules of the board of  
595 education; (3) moral misconduct; (4) disability, as shown by competent  
596 medical evidence; (5) elimination of the position to which the teacher  
597 was appointed or loss of a position to another teacher, if no other  
598 position exists to which such teacher may be appointed if qualified,  
599 provided such teacher, if qualified, shall be appointed to a position held  
600 by a teacher who has not attained tenure, and provided further that  
601 determination of the individual contract or contracts of employment to  
602 be terminated shall be made in accordance with either (A) a provision  
603 for a layoff procedure agreed upon by the board of education and the  
604 exclusive employees' representative organization, or (B) in the absence  
605 of such agreement, a written policy of the board of education; or (6)  
606 other due and sufficient [cause] reasons. The standard of review for all  
607 such reasons shall be the same standard applied in other disciplinary

608 actions under the terms of such teacher's collective bargaining  
609 agreement. Nothing in this section or in any other section of the general  
610 statutes or of any special act shall preclude a board of education from  
611 making an agreement with an exclusive bargaining representative  
612 which contains a recall provision. Prior to terminating a contract, the  
613 superintendent shall give the teacher concerned a written notice that  
614 termination of such teacher's contract is under consideration and give  
615 such teacher a statement of the reasons for such consideration of  
616 termination. Not later than ten calendar days after receipt of written  
617 notice by the superintendent that contract termination is under  
618 consideration, such teacher may file with the local or regional board of  
619 education a written request for a hearing. [A board of education may  
620 designate a subcommittee of three or more board members to conduct  
621 hearings and submit written findings and recommendations to the  
622 board for final disposition in the case of teachers whose contracts are  
623 terminated.] Such hearing shall commence not later than fifteen  
624 calendar days after receipt of such request, unless the parties mutually  
625 agree to an extension [,] not to exceed fifteen calendar days, [(A) before  
626 the board of education or a subcommittee of the board, or (B) if indicated  
627 in such request or if designated by the board] before an impartial  
628 hearing officer chosen by the teacher and the superintendent. If the  
629 parties are unable to agree upon the choice of a hearing officer not later  
630 than five calendar days after the decision to use a hearing officer, the  
631 hearing officer shall be selected with the assistance of the American  
632 Arbitration Association using its expedited selection process and in  
633 accordance with its rules for selection of a neutral arbitrator in grievance  
634 arbitration. [If the hearing officer is not selected with the assistance of  
635 such association after five days, the hearing shall be held before the  
636 board of education or a subcommittee of the board.] When the reason  
637 for termination is incompetence or ineffectiveness, the hearing shall [(i)]  
638 (A) address the question of whether the performance evaluation ratings  
639 of the teacher were determined in good faith in accordance with the  
640 program adopted by the local or regional board of education pursuant  
641 to section 10-151b and were reasonable in light of the evidence  
642 presented, and [(ii)] (B) be limited to twelve total hours of evidence and

643 testimony, with each side allowed not more than six hours to present  
644 evidence and testimony except the [board, subcommittee of the board  
645 or] impartial hearing officer may extend the time period for evidence  
646 and testimony at the hearing when good cause is shown. Not later than  
647 forty-five calendar days after receipt of the request for a hearing, the  
648 [subcommittee of the board or] hearing officer, unless the parties  
649 mutually agree to an extension not to exceed fifteen calendar days, shall  
650 [submit written findings and a recommendation to the board of  
651 education as to the disposition of the charges against the teacher and  
652 shall send a copy of such findings and recommendation to the teacher.  
653 The board of education shall give the teacher concerned its written  
654 decision not later than fifteen calendar days after receipt of the written  
655 recommendation of the subcommittee or hearing officer] render to the  
656 board of education and the teacher a written disposition that shall be  
657 binding on the parties. Each party shall share equally the fee of the  
658 hearing officer and all other costs incidental to the hearing. [If the  
659 hearing is before the board of education, the board shall render its  
660 decision not later than fifteen calendar days after the close of such  
661 hearing and shall send a copy of its decision to the teacher.] The hearing  
662 shall be public if the teacher so requests, [or the board, subcommittee or  
663 hearing officer so designates.] The teacher concerned shall have the right  
664 to appear with counsel at the hearing, whether public or private. [A  
665 copy of a transcript of the proceedings of the hearing shall be furnished  
666 by the board of education, upon written request by the teacher within  
667 fifteen days after the board's decision, provided the teacher shall assume  
668 the cost of any such copy.] Either party shall have the right to request a  
669 copy of the transcript and shall bear the cost of any such copy. Nothing  
670 [herein] contained in this section shall deprive a board of education or  
671 superintendent of the power to suspend a teacher from duty  
672 immediately when serious misconduct is charged without prejudice to  
673 the rights of the teacher as otherwise provided in this section.

674 (e) (1) Any teacher or board of education aggrieved by the [decision  
675 of a board of education] award of the hearing officer after a hearing as  
676 provided in subsection (d) of this section may [appeal therefrom, not

677 later than thirty calendar days after such decision, to the Superior Court.  
678 Such appeal shall be made returnable to said court in the same manner  
679 as is prescribed for civil actions brought to said court] make an  
680 application to the Superior Court to confirm, vacate or modify such  
681 award pursuant to section 52-417 to 52-419, inclusive. Any such [appeal]  
682 application shall be a privileged case to be heard by the court as soon  
683 after the return day as is practicable. The teacher or board of education  
684 shall file with the court a copy of the complete transcript of the  
685 proceedings of the hearing, [and the minutes of board of education  
686 meetings relating to such termination, including the vote of the board  
687 on the termination,] together with such other documents, or certified  
688 copies thereof, as shall constitute the record of the case.

689 (2) Any teacher, who has not attained tenure, aggrieved by the  
690 decision of a board of education after a hearing as provided in  
691 subsection (c) of this section may appeal therefrom, not later than thirty  
692 calendar days after such decision, to the Superior Court. Such appeal  
693 shall be made returnable to said court in the same manner as is  
694 prescribed for civil actions brought to said court. Any such appeal shall  
695 be a privileged case to be heard by the court as soon after the return day  
696 as is practicable. The board of education shall file with the court a copy  
697 of the complete transcript of the proceedings of the hearing, and the  
698 minutes of the board of education relating to such termination,  
699 including the vote of the board on the termination, together with such  
700 other documents, or certified copies thereof, as shall constitute the  
701 record of the case. The court, upon such appeal, shall review the  
702 proceedings of such hearing. The court, upon such appeal and hearing  
703 thereon, may affirm or reverse the decision appealed from in accordance  
704 with subsection (j) of section 4-183. Costs shall not be allowed against  
705 the board of education unless it appears to the court that it acted with  
706 gross negligence or in bad faith or with malice in making the decision  
707 appealed from.

708 Sec. 9. Section 31-57g of the general statutes is repealed and the  
709 following is substituted in lieu thereof (*Effective July 1, 2027*):

710 (a) (1) "Awarding authority" means any person, including a  
711 contractor or subcontractor, that (A) awards or otherwise enters into a  
712 contract or subcontract to perform (i) food and beverage services at  
713 Bradley International Airport, or (ii) on and after July 1, 2027, services  
714 at a covered location, or (B) contracts to sell or transfer control of a  
715 property where employees or service workers were employed at any  
716 time during the ninety-day period preceding such sale or transfer.  
717 "Awarding authority" does not include the federal government or the  
718 state.

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

722 (3) "Covered location" includes the following locations: (A)  
723 Multifamily residential building or complex with fifty or more units, (B)  
724 a commercial center or complex or office building occupying more than  
725 seventy-five thousand square feet, (C) municipal office building or  
726 facility, (D) public or nonpublic school, (E) cultural center or complex,  
727 including a museum, convention center, arena or performance hall, (F)  
728 shopping mall or bank branch, (G) industrial site, (H) pharmaceutical  
729 lab, (I) Bradley International Airport, (J) train station, (K) warehouse,  
730 distribution center or other facility in which the primary purpose is the  
731 storage or distribution of general merchandise, refrigerated goods or  
732 other products, and (L) independent institution of higher education.  
733 "Covered location" does not include general aviation airports or other  
734 airports.

735 ~~[(3)]~~ (4) "Employee" means any person engaged to perform food and  
736 beverage services at Bradley International Airport pursuant to a service  
737 contract, but does not include a person who is (A) a managerial,  
738 supervisory or confidential employee, including any person who would  
739 be so defined under the federal Fair Labor Standards Act, or (B)  
740 employed for less than fifteen hours per week.

741 (5) "Employer" means any person that employs two or more

742 employees or service workers. "Employer" includes any municipal or  
743 local government, but does not include the federal government or the  
744 state.

745 (6) "General aviation airports" has the same meaning as provided in  
746 section 15-120aa.

747 (7) "Other airports" has the same meaning as provided in section 15-  
748 120aa.

749 [(4)] (8) "Person" means any individual, proprietorship, partnership,  
750 joint venture, corporation, limited liability company, trust association or  
751 other entity that may employ or enter into other contracts, [including]  
752 but does not include the federal government or the state, [and its  
753 political subdivisions.]

754 [(5)] (9) "Service contract" means a contract for the performance of (A)  
755 food and beverage services by an employee at Bradley International  
756 Airport, let by the awarding authority [(A)] (i) after July 1, 2001, and  
757 before July 1, 2002, provided the successor contractor had actual  
758 knowledge of the pendency in the General Assembly of proposed  
759 legislation with content similar to this section, or [(B)] (ii) on or after July  
760 1, 2002, or (B) services by a service worker at a covered location, let by  
761 the awarding authority on or after July 1, 2027.

762 (10) (A) "Service worker" means a person that works not less than  
763 sixteen hours per week and has been engaged to perform any of the  
764 following services at a covered location for not less than sixty days:

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

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

772 airport.

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

779 (11) "Successor employer" means (A) an employer that has (i) been  
780 awarded a successor service contract, or (ii) purchased or acquired  
781 control of a property where employees or service workers were  
782 employed at any time during the ninety-day period preceding the sale  
783 or transfer of such property, or (B) an awarding authority that has hired  
784 employees or service workers to perform services substantially the same  
785 as services previously provided under a terminated or nonrenewed  
786 service contract.

787 [(6)] (12) "Successor service contract" means a service contract with  
788 the awarding authority under which substantially the same services to  
789 be performed have previously been rendered to the awarding authority  
790 as part of the same program or at the same facility under another service  
791 contract or have previously been rendered by the awarding authority's  
792 own employees or service workers.

793 [(7)] (13) "Terminated contractor" means a contractor whose service  
794 contract expires without renewal or whose contract is terminated, and  
795 includes the awarding authority itself when (A) work previously  
796 rendered by the awarding authority's own employees or service  
797 workers is the subject of a successor service contract, or (B) the awarding  
798 authority sells or transfers a property where employees or service  
799 workers were employed at any time during the ninety-day period  
800 preceding the sale or transfer of such property.

801 [(b) Each contractor and awarding authority that enters into a service  
802 contract to be performed at Bradley International Airport shall be

803 subject to the following obligations:

804 (1) The awarding authority shall] (b) (1) (A) Not later than fifteen  
805 days prior to (i) the termination or nonrenewal of any service contract,  
806 (ii) the start of a successor service contract for services previously  
807 performed by the awarding authority's own employees or service  
808 workers, or (iii) the sale or transfer of any property where employees or  
809 service workers were employed at any time during the ninety-day  
810 period preceding such sale or transfer of such property, the awarding  
811 authority shall, where applicable, give advance notice to a terminated  
812 contractor, the employees or service workers of such terminated  
813 contractor and the exclusive bargaining representative of any of the  
814 terminated contractor's employees or service workers, of the  
815 termination or nonrenewal of such service contract, [and] successor  
816 service contract for such services or the sale or transfer of such property.  
817 Such notice shall be provided in writing to each affected employee or  
818 service worker and be posted in a conspicuous place at the worksite. The  
819 awarding authority shall provide the terminated contractor, employees  
820 or service workers of such terminated contractor and the exclusive  
821 bargaining representative of any of the terminated contractor's  
822 employees or service workers with the name, telephone number and  
823 address of the successor [contractor or contractors] employer or  
824 employers, if known.

825 (B) The terminated contractor shall, not later than three days after  
826 receipt of such notice, provide the successor [contractor] employer with  
827 the name, date of hire and employment occupation classification of each  
828 [person] employee or service worker employed by the terminated  
829 contractor at the site or sites covered by the service contract or contract  
830 to sell or transfer property as of the date the terminated contractor  
831 receives [the] such notice. [of termination or nonrenewal.]

832 (2) On the date the (A) service contract terminates, (B) the successor  
833 service contract for services previously performed by the awarding  
834 authority's own employees or service workers begins, or (C) the sale or  
835 transfer of property occurs, the terminated contractor shall provide the

836 successor [contractor] employer with updated information concerning  
837 the name, date of hire and employment occupation classification of each  
838 [person] employee or service worker employed by the terminated  
839 contractor at the site or sites covered by the service contract or the  
840 contract to sell or transfer property, to ensure that such information is  
841 current up to the actual date of (i) service contract termination, (ii)  
842 successor service contract start, or (iii) the sale or transfer of property.

843 (3) If the awarding authority fails to notify the terminated contractor  
844 of the identity of the successor [contractor] employer, as required by  
845 subdivision (1) of this subsection, the terminated contractor shall  
846 provide the information described in subdivision (2) of this subsection  
847 to the awarding authority not later than three days after receiving notice  
848 [that the service contract will be terminated] from the awarding  
849 authority pursuant to subdivision (1) of this subsection. The awarding  
850 authority shall be responsible for providing such information to the  
851 successor [contractor] employer as soon as the successor [contractor]  
852 employer has been selected.

853 (4) (A) Except as provided in [subparagraph (D)] subparagraphs (D)  
854 and (E) of this subdivision, a successor [contractor] employer shall  
855 retain, for at least ninety days from the date of first performance of  
856 services (i) under the successor service contract, or (ii) following the date  
857 of the sale or transfer of a property, all of the employees or service  
858 workers who were continuously employed by the terminated contractor  
859 at the site or sites covered by the service contract or the contract to sell  
860 or transfer property during the [six-month] ninety-day period  
861 immediately preceding the termination or nonrenewal of such service  
862 contract, start of the successor service contract or sale or transfer of such  
863 property, including any periods of layoff or leave with recall rights.

864 (B) Except as provided in [subparagraph (D)] subparagraphs (D) and  
865 (E) of this subdivision, if the successor service contract is terminated  
866 prior to the expiration of such ninety-day period, then any [contractor]  
867 successor employer awarded a subsequent successor service contract  
868 shall be bound by the requirements set forth in this subsection to retain,

869 for a new ninety-day period commencing with the onset of the  
870 subsequent successor service contract, all of the employees or service  
871 workers who were previously employed by any one or more of the  
872 terminated contractors at the site or sites covered by the service contract  
873 or contract to sell or transfer property continuously during the [six-  
874 month] ninety-day period immediately preceding the date of the most  
875 recently terminated service contract, including any periods of layoff or  
876 leave with recall rights.

877 (C) At least five days prior to the termination of a service contract, or  
878 at least fifteen days prior to the commencement of the first performance  
879 of service (i) under a successor service contract, or (ii) following the date  
880 of the sale or transfer of a property, whichever is later, the successor  
881 [contractor] employer shall hand-deliver a written offer of employment  
882 in substantially the form set forth below to each such employee or  
883 service worker in such employee's or service worker's native language  
884 or any other language in which such employee or service worker is  
885 fluent:

886 "IMPORTANT INFORMATION REGARDING YOUR  
887 EMPLOYMENT

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

889 We have received information that you are employed by .... (name of  
890 [predecessor] terminated contractor) and are currently performing work  
891 at .... (address of worksite) .... (name of [predecessor] terminated  
892 contractor's) contract to perform .... (describe services under contract) at  
893 .... (address of worksite) will terminate as of .... (last day of predecessor  
894 contract or date of the sale or transfer of property) and it will no longer  
895 be providing those services as of that date.

896 We are .... (name of successor [contractor] employer) and have been  
897 hired to provide services similar to those of or have purchased or  
898 acquired the property of .... (name of [predecessor] terminated  
899 contractor) at .... (address of worksite). We are offering you a job with

900 us for a ninety-day [probationary] transition period starting .... (first day  
901 of successor contract or date of the start of services following the sale or  
902 transfer of property) to perform the same type of work that you have  
903 already been doing for .... (name of [predecessor] terminated contractor)  
904 under the following terms:

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

906 Hours per shift: ....

907 Total hours per week: ....

908 Benefits: ....

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

915 Connecticut state law gives you the following rights:

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

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

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

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

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

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

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

930 (D) The provisions of subparagraphs (A) and (B) of this subdivision  
931 shall not be construed to require a successor [contractor] employer to (i)  
932 retain any employee or service worker whose attendance and  
933 performance records, while working under the terminated service  
934 contract, would lead a reasonably prudent employer to terminate the  
935 employee, or (ii) retain employees or services workers of the terminated  
936 contractor if the performance of the successor service contract can be  
937 fulfilled by the successor employer's own employees or service workers.

938 (E) For the purchase or acquisition of property by a successor  
939 employer, the provisions of subparagraphs (A) and (B) of this  
940 subdivision shall only apply when the services to be performed at the  
941 site or sites covered by the contract to sell or transfer property are  
942 substantially the same as services previously provided by the  
943 terminated contractor's employees or service workers.

944 (5) If at any time a successor [contractor] employer determines that  
945 fewer employees or service workers are required to perform (A) the  
946 successor service contract, or (B) services at the purchased or acquired  
947 property than were required by the terminated contractor, the successor  
948 [contractor] employer shall be required to retain such employees or  
949 service workers by seniority within each job classification, based upon  
950 the employees' total length of service at the affected site or sites.

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

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

963 (8) [If the performance of an employee retained pursuant to this  
964 section is satisfactory during the ninety-day period, the successor  
965 contractor] After such ninety-day period, the successor employer shall  
966 provide each employee or service worker retained pursuant to this  
967 section a performance evaluation. If the performance of such employee  
968 or service worker is satisfactory during the ninety-day period, the  
969 successor employer shall offer the employee or service worker  
970 continued employment under the terms and conditions established by  
971 the successor contractor, or as required by law.

972 (c) (1) An employee or service worker, or a group of employees or  
973 service workers, displaced or terminated in violation of this section, or  
974 such employee's or service worker's collective bargaining  
975 representative, may bring an action in Superior Court against the  
976 awarding authority, the terminated contractor or the successor  
977 [contractor] employer, jointly or severally, to recover damages for any  
978 violation of the obligations imposed under this section or file a  
979 complaint with the Labor Commissioner alleging a violation of the  
980 provisions of this section, provided no employee or service worker,  
981 group of employees or service workers or such employee's or service  
982 worker's collective bargaining representative shall file a complaint with  
983 the Labor Commissioner based on the same facts and circumstances as  
984 a civil action brought pursuant to this subdivision, except where such  
985 action has been withdrawn or dismissed without prejudice. No  
986 employee or service worker, group of employees or service workers or  
987 such employee's or service worker's collective bargaining representative  
988 shall be required to exhaust their administrative remedies prior to  
989 bringing a civil action pursuant to this subdivision.

990 (2) If [the employee prevails in such action,] the court or  
991 commissioner finds that the awarding authority, the terminated  
992 contractor or the successor employer has violated the provisions of this  
993 section, the commissioner may award the employee or service worker  
994 (A) back pay, including the value of benefits, for each day during which  
995 the violation continues, that shall be calculated at a rate of compensation  
996 not less than the higher of (i) the average regular rate of pay received by  
997 the employee or service worker during the last year of employment in  
998 the same job occupation classification, or, if the employee or service  
999 worker has been employed for less than one year, the average rate of  
1000 pay for the employee's or service worker's entire employment  
1001 multiplied by the average number of hours worked per day over the last  
1002 four months of employment preceding the date of the violation, or (ii)  
1003 the final regular rate of pay received by the employee or service worker  
1004 at the date of termination multiplied by the average number of hours  
1005 worked per day over the last four months, [and] any such calculation  
1006 shall include interest on such back pay at a rate to be determined by the  
1007 court or the commissioner, (B) reinstatement to the employee's or  
1008 service worker's former position at not less than the most recent rate of  
1009 compensation received by the employee or service worker, including  
1010 the value of any benefits, (C) compensatory damages, and (D)  
1011 reasonable attorney's fees and costs.

1012 [(3) If the employee prevails in such action, the court shall award the  
1013 employee reasonable attorney fees and costs.

1014 (4) Nothing in this subsection shall be construed to limit an  
1015 employee's right to bring a common law cause of action for wrongful  
1016 termination against the awarding authority, the terminated contractor  
1017 or the successor contractor.]

1018 (d) (1) [Any awarding authority or contractor who knowingly  
1019 violates] A successor employer that fails to retain or discharges an  
1020 employee or service worker in violation of the provisions of this section  
1021 shall pay a penalty [not to exceed one hundred] of not less than five  
1022 hundred dollars and not more than one thousand dollars per employee

1023 or service worker for each day the violation continues.

1024 (2) An awarding authority or terminated contractor that violates the  
1025 notice provisions of subdivisions (1) to (3), inclusive, of subsection (b) of  
1026 this section shall pay a penalty of not less than fifty dollars and not more  
1027 than two hundred dollars per employee or service worker for each day  
1028 the violation continues.

1029 (e) Any party aggrieved by the decision of the commissioner may  
1030 appeal the decision to the Superior Court in accordance with the  
1031 provisions of chapter 54.

1032 (f) The Labor Commissioner may request the Attorney General to  
1033 bring an action in the Superior Court to recover damages pursuant to  
1034 subdivision (2) of subsection (c) of this section on behalf of any  
1035 employee or service worker injured by a violation of this section and  
1036 any injunctive or equitable relief as the court deems appropriate.

1037 Sec. 10. Section 3-122a of the 2026 supplement to the general statutes  
1038 is repealed and the following is substituted in lieu thereof (*Effective from*  
1039 *passage*):

1040 (a) For purposes of this section:

1041 (1) "Correction officer" means an individual employed by the  
1042 Department of Correction;

1043 [(1)] (2) "Dependent child" means a child, whether by blood or  
1044 adoption, of a first responder who (A) is under the age of twenty-two  
1045 and was dependent on the earnings of such first responder at the time  
1046 of such first responder's death, provided a child shall not be considered  
1047 dependent if such child provides more than half of such child's own  
1048 support, is married or is legally adopted by another person, or (B) is any  
1049 age and is physically or mentally incapacitated and was dependent on  
1050 the earnings of such first responder at the time of such first responder's  
1051 death.

1052 [(2)] (3) "Emergency medical technician" has the same meaning as  
1053 provided in section 20-206jj.

1054 [(3)] (4) "Firefighter" has the same meaning as provided in section 7-  
1055 313g.

1056 [(4)] (5) "First responder" means an emergency medical technician,  
1057 firefighter, paramedic or police officer.

1058 (6) "Investigator" means an individual employed as an investigator  
1059 by the (A) Court Support Services Division of the Judicial Department,  
1060 (B) Division of Criminal Justice, or (C) Office of the Chief Public  
1061 Defender.

1062 [(5)] (7) "Killed in the line of duty" means the death of a first  
1063 responder while engaged in the performance of such first responder's,  
1064 correction officer's or investigator's duties, resulting from an incident,  
1065 an accident or violence that caused such death or caused injuries that  
1066 were the direct or proximate cause of such first responder's death,  
1067 including any death that is determined to be occupationally related by  
1068 a workers' compensation insurance carrier, an employer to whom a  
1069 certificate of self-insurance has been issued pursuant to section 31-248  
1070 or an administrative law judge for workers' compensation purposes  
1071 under chapter 568. "Killed in the line of duty" does not include the death  
1072 of a first responder through such first responder's own wanton or wilful  
1073 act.

1074 [(6)] (8) "Paramedic" has the same meaning as provided in section 20-  
1075 206jj.

1076 [(7)] (9) "Police officer" has the same meaning as provided in section  
1077 7-294a.

1078 [(8)] (10) "Surviving family" means any person who is a surviving  
1079 spouse, surviving dependent child, surviving child who is not a  
1080 dependent child or surviving parent of a first responder killed in the line  
1081 of duty, or a surviving individual listed on such first responder's most

1082 recent beneficiary form on file with such first responder's employer.

1083 (b) There is established a fund to be known as the "Fallen Hero Fund".  
1084 The fund may contain any moneys required by law to be deposited in  
1085 the fund and shall be held by the Treasurer separate and apart from all  
1086 other moneys, funds and accounts. The interest derived from the  
1087 investment of the fund shall be credited to the fund. Amounts in the  
1088 fund may be expended by the Comptroller for purposes of payments  
1089 pursuant to subsection (c) of this section and reimbursement of  
1090 municipalities pursuant to subdivision (2) of subsection (c) of section 3-  
1091 123eee. Any balance remaining in the fund at the end of any fiscal year  
1092 shall be carried forward in the fund for the fiscal year next succeeding.

1093 (c) (1) After receiving notice, in a form and manner as determined by  
1094 the Comptroller, from an individual who is a member of the surviving  
1095 family of a first responder, correction officer or investigator who was  
1096 killed in the line of duty, the Comptroller shall pay, within available  
1097 appropriations, a lump sum death benefit totaling one hundred  
1098 thousand dollars from the fund established in subsection (b) of this  
1099 section to such surviving family, in accordance with regulations  
1100 adopted pursuant to subsection (e) of this section, provided the  
1101 surviving family of a first responder, correction officer or investigator  
1102 killed in the line of duty shall not receive more than one such lump sum  
1103 death benefit. Payments shall be made to surviving families in the order  
1104 in which notices are received until the amount in such fund is depleted.

1105 (2) Any payment made pursuant to subdivision (1) of this subsection  
1106 shall be in addition to any other benefits for which individuals of such  
1107 first responder's, correction officer's or investigator's surviving family  
1108 are eligible and such payments shall not be reduced or offset due to any  
1109 other benefits, including, but not limited to, workers' compensation or  
1110 other survivor benefits.

1111 (d) Not later than July 1, 2025, and annually thereafter, the  
1112 Comptroller shall submit a report, in accordance with the provisions of  
1113 section 11-4a, to the joint standing committee of the General Assembly

1114 having cognizance of matters relating to public safety and security. Such  
1115 report shall include a list of all expenditures made from the fund  
1116 established by subsection (b) of this section during the prior year, the  
1117 current balance of such fund and information regarding additional  
1118 amounts needed for such fund.

1119 (e) The Comptroller shall adopt regulations in accordance with the  
1120 provisions of chapter 54 to implement the provisions of this section,  
1121 including, but not limited to, application procedures and criteria for  
1122 awarding grants among individuals who are members of the surviving  
1123 family, with priority given to awards that would benefit a dependent  
1124 child or children and a spouse who is a member of the surviving family.  
1125 The Comptroller may implement policies and procedures necessary to  
1126 implement the provisions of this section while in the process of adopting  
1127 such regulations, provided notice of intent to adopt such regulations is  
1128 published on the eRegulations System not later than twenty days after  
1129 the date of implementation of such policies and procedures. Any  
1130 policies and procedures implemented under this subsection shall be  
1131 valid until the time such regulations are adopted.

1132 Sec. 11. Subsection (i) of section 3-123bbb of the 2026 supplement to  
1133 the general statutes is repealed and the following is substituted in lieu  
1134 thereof (*Effective from passage*):

1135 (i) (1) A nonstate public employer that provides coverage pursuant to  
1136 a partnership plan to a first responder or unpaid volunteer firefighter  
1137 who is killed in the line of duty shall continue to provide such coverage  
1138 to the survivors of such first responder or unpaid volunteer firefighter  
1139 who were covered under such plan at the time of such first responder's  
1140 or unpaid volunteer firefighter's death. Such coverage shall continue  
1141 without break for a period of one year after such first responder's or  
1142 unpaid volunteer firefighter's death, and may be renewed annually for  
1143 up to five years. Such nonstate public employer shall facilitate  
1144 continuation and renewal of such coverage. For purposes of this  
1145 subsection, "unpaid volunteer firefighter" has the same meaning as  
1146 provided in section 5-259, as amended by this act.

1147 (2) (A) A nonstate public employer that did not provide coverage  
1148 pursuant to a partnership plan to a first responder or unpaid volunteer  
1149 firefighter who is killed in the line of duty shall apply for coverage  
1150 pursuant to a partnership plan for those survivors of such first  
1151 responder or unpaid volunteer firefighter who were receiving health  
1152 care benefit coverage through a plan offered to such first responder at  
1153 the time of such first responder's or unpaid volunteer firefighter's death,  
1154 at the request of such survivors.

1155 (B) A nonstate public employer shall apply for such coverage  
1156 pursuant to a partnership plan (i) regardless of whether such first  
1157 responder was an employee of the nonstate public employer at the time  
1158 of such first responder's death, and (ii) despite such unpaid volunteer  
1159 firefighter not having been an employee of the nonstate public employer  
1160 at the time of such unpaid volunteer firefighter's death. For any first  
1161 responder who was not an employee of a nonstate public employer at  
1162 the time of such first responder's death, and for any unpaid volunteer  
1163 firefighter, the nonstate public employer to which the first responder or  
1164 unpaid volunteer firefighter provided services in the capacity of a first  
1165 responder or unpaid volunteer firefighter at the time of such first  
1166 responder's or unpaid volunteer firefighter's death shall apply for such  
1167 coverage.

1168 (C) The Comptroller shall accept such application upon the terms and  
1169 conditions applicable to the partnership plan for enrollment and  
1170 provision of coverage to such survivors for one year. Such enrollment  
1171 and coverage may be renewed annually for up to five years. Such  
1172 nonstate public employer shall facilitate initiation and renewal of such  
1173 enrollment and coverage.

1174 (3) In accordance with the provisions of subsection (b) of section 3-  
1175 122a, as amended by this act, and subdivision (2) of subsection (c) of  
1176 section 3-123eee, the Comptroller shall reimburse a nonstate public  
1177 employer making payments pursuant to this subsection for the total cost  
1178 of such payments from the Fallen Hero Fund established pursuant to  
1179 subsection (b) of section 3-122a, as amended by this act.

1180 Sec. 12. Subsection (a) of section 5-259 of the 2026 supplement to the  
1181 general statutes is repealed and the following is substituted in lieu  
1182 thereof (*Effective from passage*):

1183 (a) The Comptroller, with the approval of the Attorney General and  
1184 of the Insurance Commissioner, shall arrange and procure a group  
1185 hospitalization and medical and surgical insurance plan or plans for (1)  
1186 state employees, (2) members of the General Assembly who elect  
1187 coverage under such plan or plans, (3) participants in an alternate  
1188 retirement program who meet the service requirements of section 5-162  
1189 or subsection (a) of section 5-166, (4) anyone receiving benefits under  
1190 section 5-144 or from any state-sponsored retirement system, except the  
1191 teachers' retirement system and the municipal employees retirement  
1192 system, (5) judges of probate and Probate Court employees, (6) the  
1193 surviving spouse, and any dependent children of a state police officer, a  
1194 member of an organized local police department, a firefighter, an  
1195 unpaid volunteer firefighter, a correction officer or an investigator or a  
1196 constable who performs criminal law enforcement duties who dies  
1197 before, on or after June 26, 2003, as the result of injuries received while  
1198 acting within the scope of such officer's, [or] firefighter's, unpaid  
1199 volunteer firefighter's, correction officer's, investigator's or constable's  
1200 employment and not as the result of illness or natural causes, and whose  
1201 surviving spouse and dependent children are not otherwise eligible for  
1202 a group hospitalization and medical and surgical insurance plan.  
1203 Coverage for a dependent child pursuant to this subdivision shall  
1204 terminate no earlier than the end of the calendar year during whichever  
1205 of the following occurs first, the date on which the child: (A) Becomes  
1206 covered under a group health plan through the dependent's own  
1207 employment; or (B) attains the age of twenty-six, (7) employees of the  
1208 Capital Region Development Authority established by section 32-601,  
1209 (8) the surviving spouse and dependent children of any employee of a  
1210 municipality who dies on or after October 1, 2000, as the result of  
1211 injuries received while acting within the scope of such employee's  
1212 employment and not as the result of illness or natural causes, and whose  
1213 surviving spouse and dependent children are not otherwise eligible for

1214 a group hospitalization and medical and surgical insurance plan, [and]  
1215 (9) state marshals, and (10) the surviving spouse and any dependent  
1216 children of a state marshal who dies as the result of injuries received  
1217 while in performance of any duty for which such state marshal is  
1218 compensated by the state and not as the result of illness or natural  
1219 causes. Coverage for a dependent child pursuant to this subdivision  
1220 shall terminate no earlier than the end of the calendar year during  
1221 whichever of the following occurs first, the date on which the child: (A)  
1222 Becomes covered under a group health plan through the dependent's  
1223 own employment; or (B) attains the age of twenty-six. For purposes of  
1224 subdivision (8) of this subsection, "employee" means any regular  
1225 employee or elective officer receiving pay from a municipality,  
1226 "municipality" means any town, city, borough, school district, taxing  
1227 district, fire district, district department of health, probate district,  
1228 housing authority, regional workforce development board established  
1229 under section 31-3k, flood commission or authority established by  
1230 special act or regional council of governments. For purposes of  
1231 subdivision (6) of this subsection, "firefighter" means any person who is  
1232 regularly employed and paid by any municipality for the purpose of  
1233 performing firefighting duties for a municipality on average of not less  
1234 than thirty-five hours per week, "unpaid volunteer firefighter" means a  
1235 uniformed member of a fire department who performs firefighting  
1236 duties for the fire department but is unpaid for performing such  
1237 firefighting duties, "correction officer" has the same meaning as  
1238 provided in section 3-122a, as amended by this act, and "investigator"  
1239 has the same meaning as provided in section 3-122a, as amended by this  
1240 act. The minimum benefits to be provided by such plan or plans shall be  
1241 substantially equal in value to the benefits that each such employee or  
1242 member of the General Assembly could secure in such plan or plans on  
1243 an individual basis on the preceding first day of July. The state shall pay  
1244 for each such employee and each member of the General Assembly  
1245 covered by such plan or plans the portion of the premium charged for  
1246 such member's or employee's individual coverage and seventy per cent  
1247 of the additional cost of the form of coverage and such amount shall be  
1248 credited to the total premiums owed by such employee or member of

1249 the General Assembly for the form of such member's or employee's  
1250 coverage under such plan or plans. On and after January 1, 1989, the  
1251 state shall pay for anyone receiving benefits from any such state-  
1252 sponsored retirement system one hundred per cent of the portion of the  
1253 premium charged for such member's or employee's individual coverage  
1254 and one hundred per cent of any additional cost for the form of  
1255 coverage. The balance of any premiums payable by an individual  
1256 employee or by a member of the General Assembly for the form of  
1257 coverage shall be deducted from the payroll by the State Comptroller.  
1258 The total premiums payable shall be remitted by the Comptroller to the  
1259 insurance company or companies or nonprofit organization or  
1260 organizations providing the coverage. The amount of the state's  
1261 contribution per employee for a health maintenance organization option  
1262 shall be equal, in terms of dollars and cents, to the largest amount of the  
1263 contribution per employee paid for any other option that is available to  
1264 all eligible state employees included in the health benefits plan, but shall  
1265 not be required to exceed the amount of the health maintenance  
1266 organization premium.

1267 Sec. 13. Section 10-153a of the general statutes is repealed and the  
1268 following is substituted in lieu thereof (*Effective July 1, 2026*):

1269 (a) Members of the teaching profession shall have and shall be  
1270 protected in the exercise of the right to form, join or assist, or refuse to  
1271 form, join or assist, any organization for professional or economic  
1272 improvement and to negotiate in good faith through representatives of  
1273 their own choosing with respect to salaries, hours and other conditions  
1274 of employment free from interference, restraint, coercion or  
1275 discriminatory practices by any employing board of education or  
1276 administrative agents or representatives thereof in derogation of the  
1277 rights guaranteed by this section and sections 10-153b to 10-153n,  
1278 inclusive.

1279 (b) The organization designated as the exclusive representative of a  
1280 teachers' or administrators' unit shall have a duty of fair representation  
1281 to the members of such unit.

1282 (c) Nothing in this section or in any other section of the general  
1283 statutes shall preclude a local or regional board of education from  
1284 making an agreement with an exclusive bargaining representative to  
1285 require as a condition of employment that all employees in a bargaining  
1286 unit pay to the exclusive bargaining representative of such employees  
1287 an annual service fee, not greater than the amount of dues uniformly  
1288 required of members of the exclusive bargaining representative  
1289 organization, which represents the costs of collective bargaining,  
1290 contract administration and grievance adjustment. [; and that such  
1291 service fee be collected by means of a payroll deduction from each  
1292 employee in the bargaining unit.]

1293 (d) Local and regional boards of education and organizations  
1294 designated as the exclusive representative of a teachers' or  
1295 administrators' unit are authorized to negotiate provisions in a  
1296 collective bargaining agreement allowing for employees to elect to have  
1297 a payroll deduction of employee organization dues and initiation fees  
1298 and for a payroll deduction of the service fee described in subsection (c)  
1299 of this section.

1300 Sec. 14. (NEW) (*Effective from passage*) Not later than January 1, 2027,  
1301 the Division of State Police within the Department of Emergency  
1302 Services and Public Protection shall, in conjunction with the Department  
1303 of Mental Health and Addiction Services, expand the pilot program  
1304 known as the CRISIS initiative: Connection to Recovery through  
1305 Intervention, Support and Initiating Services state wide. At a minimum,  
1306 such state-wide expansion shall include components of the pilot  
1307 program that require training for state police officers, coordination  
1308 between state police officers and mental health professionals and  
1309 referrals to facilities for mental health services.

1310 Sec. 15. (NEW) (*Effective October 1, 2026*) (a) On and after October 1,  
1311 2026, any municipality not participating in the Municipal Employees'  
1312 Retirement Fund may create a deferred retirement option plan for  
1313 employees. Any plan created shall permit employees who are eligible  
1314 for service retirement to elect participation in such plan.

1315 (b) Any deferred retirement option plan created shall include a fixed  
1316 period of time for employee participation, not to exceed five years, and  
1317 a specified rate of interest credit for employee accounts. All other  
1318 provisions of the deferred retirement option plan shall be as determined  
1319 by the municipality, provided the structure of such plan is certified by  
1320 the consulting actuary to the municipality's retirement system as having  
1321 no anticipated impact that would increase the contribution rate for such  
1322 municipality. Not later than four years after the creation of such plan,  
1323 the municipality shall obtain an evaluation of such plan from the  
1324 consulting actuary and review and assess such evaluation to determine  
1325 the cost to the fund associated with such plan. After receiving such  
1326 evaluation, the municipality may discontinue such plan.

1327 Sec. 16. (NEW) (*Effective July 1, 2026*) (a) As used in this section:

1328 (1) "Virtual monitoring" means remote monitoring of an individual  
1329 receiving direct care services by a third party via technology owned and  
1330 operated by the individual in the individual's living quarters;

1331 (2) "Employee organization" means any organization which exists  
1332 and is constituted for the purpose, in whole or in part, of collective  
1333 bargaining, or dealing with employers concerning grievances, terms or  
1334 conditions of employment or other mutual aid or protection; and

1335 (3) "Direct care services" means services provided in an agency,  
1336 facility, home or community-based setting to an individual enrolled in  
1337 a program administered by the Departments of Developmental Services  
1338 and Social Services.

1339 (b) The Departments of Developmental Services and Social Services  
1340 may provide access to any evidence derived from virtual monitoring  
1341 used in any proposed disciplinary action against an employee to an (1)  
1342 employee of a nonprofit organization that contracts with a state agency  
1343 to deliver direct care services, (2) employee of a contractor providing  
1344 such services, or (3) employee organization representing such  
1345 employee, provided the employee and the employee organization (A)

1346 sign a confidentiality agreement provided or approved by the  
1347 department, (B) treat any recordings or images obtained from the virtual  
1348 monitoring technology as confidential, and (C) refrain from replicating,  
1349 reproducing or further disseminating such recordings or images  
1350 obtained from the virtual monitoring to any other person except as  
1351 necessary to represent and defend such employee in connection to such  
1352 disciplinary action or as required under law.

1353 (c) The departments shall ensure that any grant of access to evidence  
1354 derived from virtual monitoring to an employee or employee  
1355 organization pursuant to subsection (b) of this section does not violate  
1356 the provisions of the Health Insurance Portability and Accountability  
1357 Act of 1996, P.L. 104-191, as amended from time to time, and any other  
1358 federal or state law.

1359 (d) On or before July 1, 2027, the Commissioner of Developmental  
1360 Services and the Commissioner of Social Services shall implement  
1361 policies and procedures necessary to carry out the provisions of this  
1362 section while in the process of adopting such policies and procedures in  
1363 regulation form in accordance with chapter 54 of the general statutes,  
1364 provided notice of intention to adopt the regulations is published on the  
1365 departments' Internet web site and the eRegulations System not later  
1366 than twenty days after implementation. Such policies and procedures  
1367 shall be valid until the time final regulations are effective.

1368 Sec. 17. (NEW) (*Effective July 1, 2026*) (a) As used in this section:

1369 (1) "Self-directed home care programs" means Medicaid-funded  
1370 programs that allow a consumer to hire a personal care attendant;

1371 (2) "Consumer" and "personal care attendant" have the same  
1372 meanings as provided in section 17b-706 of the general statutes;

1373 (3) "Department" means the Department of Social Services; and

1374 (4) "Fiscal intermediary" means the organization that contracts with  
1375 the department to provide payroll, taxes and administrative services for

1376 self-directed home care programs.

1377 (b) Except for public records exempted from disclosure under section  
1378 1-210 of the general statutes, commencing with information from the  
1379 quarterly period beginning on April 1, 2024, the Commissioner of Social  
1380 Services shall file quarterly reports, in accordance with the provisions of  
1381 section 11-4a of the general statutes, with the joint standing committees  
1382 of the General Assembly having cognizance of matters relating to  
1383 human services and labor. Such reports shall contain the following  
1384 information:

1385 (1) The payroll processing error rate for personal care attendants and  
1386 the number of days until payment after correction;

1387 (2) The average number of days it takes a fiscal intermediary to  
1388 onboard a new employee in order for such employee to utilize the  
1389 payroll system;

1390 (3) The average response time for answering (A) phone calls, or (B)  
1391 electronic mail messages from personal care attendants or consumers  
1392 regarding general customer service requests;

1393 (4) The number of electronic visit verification tickets received by the  
1394 fiscal intermediary and the average time taken by the fiscal intermediary  
1395 to resolve an electronic verification ticket; and

1396 (5) The average number of hours the fiscal intermediary's mobile  
1397 application was inoperable or offline.

1398 Sec. 18. Section 29-221 of the general statutes is repealed and the  
1399 following is substituted in lieu thereof (*Effective October 1, 2026*):

1400 As used in this chapter: (1) "Board" means the Examining Board for  
1401 Crane Operators established under section 29-222, as amended by this  
1402 act; (2) "commissioner" means the Commissioner of Administrative  
1403 Services; (3) "crane" means power-operated equipment that can hoist,  
1404 lower and horizontally move a suspended load and which has a

1405 manufacturer's maximum rated hoisting or lifting capacity exceeding  
1406 two thousand pounds, including, but not limited to: (A) Articulating  
1407 cranes such as knuckle-boom cranes, (B) crawler cranes, (C) floating  
1408 cranes, (D) cranes on barges, (E) locomotive cranes, (F) mobile cranes  
1409 such as wheel-mounted, rough terrain, all-terrain, commercial truck-  
1410 mounted and boom truck cranes, (G) multipurpose machines when  
1411 configured to hoist and lower, by means of a winch or hook, and  
1412 horizontally move a suspended load, (H) industrial cranes such as  
1413 carry-deck cranes, (I) dedicated pile drivers when used in construction,  
1414 demolition or excavation work, (J) service or mechanic trucks with a  
1415 hoisting device, (K) cranes on monorails, (L) tower cranes such as fixed  
1416 jib hammerhead boom, luffing boom and self-erecting, (M) pedestal  
1417 cranes, (N) portal cranes, (O) overhead and gantry cranes, (P) straddle  
1418 cranes, (Q) side boom cranes, (R) derricks, and (S) variations of such  
1419 equipment; (4) "hoisting equipment", other than cranes, means  
1420 motorized equipment (A) used in construction, demolition or  
1421 excavation work, (B) at a construction site for a project, other than a  
1422 project involving residential structures of less than four stories, the  
1423 estimated cost of which is more than one million two hundred fifty  
1424 thousand dollars, and (C) which has a manufacturer's rated hoisting or  
1425 lifting capacity exceeding five tons and a manufacturer's rated  
1426 maximum reach in excess of thirty-two feet; (5) "department" means the  
1427 Department of Administrative Services; [and] (6) "apprentice" means a  
1428 person who is not licensed under this chapter, who has filed an  
1429 application for a license with the board and whose employer has  
1430 registered him or her with the board to learn crane operations or  
1431 hoisting equipment operations under the direct supervision of a  
1432 licensed operator in accordance with section 29-224c; and (7) "lessee"  
1433 means a person, firm, partnership, corporation, limited liability  
1434 company, association or other legal entity that rents or leases a crane or  
1435 hoisting equipment.

1436 Sec. 19. Section 29-222 of the general statutes is repealed and the  
1437 following is substituted in lieu thereof (*Effective October 1, 2026*):

1438 There shall be in the Department of Administrative Services an  
1439 Examining Board for Crane Operators consisting of ~~[five]~~ seven  
1440 members who shall be residents of this state. Members shall be  
1441 appointed by the Governor subject to the provisions of section 4-9a. One  
1442 member shall be an employee of the department, ~~[one member]~~ two  
1443 members shall be ~~[a crane operator]~~ crane operators having at least ten  
1444 years of experience, ~~[one member]~~ two members shall represent the  
1445 interests of crane owners and two members shall be public members.  
1446 Members shall not be compensated for their services but shall be  
1447 reimbursed for necessary expenses in the performance of their duties. A  
1448 quorum of the board for the purpose of transacting business shall exist  
1449 only when there is present, in person, a majority of its membership. Any  
1450 member absent from (1) three consecutive meetings of the board, or (2)  
1451 fifty per cent of such meetings during any calendar year shall be deemed  
1452 to have resigned from the board.

1453 Sec. 20. Subsection (b) of section 29-223a of the general statutes is  
1454 repealed and the following is substituted in lieu thereof (*Effective October*  
1455 *1, 2026*):

1456 (b) The provisions of this section shall not apply to: (1) Engineers  
1457 under the jurisdiction of the United States, (2) engineers or operators  
1458 employed by public utilities or industrial manufacturing plants, (3) any  
1459 person operating either a bucket truck or a digger derrick designed and  
1460 used for an electrical generation, electrical transmission, electrical  
1461 distribution, electrical catenary or electrical signalization project, if such  
1462 person: (A) Holds a valid limited electrical line contractor or  
1463 journeyman's license issued pursuant to chapter 393 or any regulation  
1464 adopted pursuant to said chapter, or (B) has engaged in the installation  
1465 of electrical line work for more than one thousand hours, or (C) has  
1466 enrolled in or has graduated from a federally recognized electrical  
1467 apprenticeship program, (4) persons engaged in (A) the recreational  
1468 boating or fishing industry, except when engaged in construction-  
1469 related work, or ~~[in]~~ (B) agriculture, ~~[or arboriculture,]~~ or (5) persons  
1470 engaged in activities, or using equipment, excluded under section 29-

1471 221a.

1472 Sec. 21. Subsection (b) of section 29-224 of the general statutes is  
1473 repealed and the following is substituted in lieu thereof (*Effective October*  
1474 *1, 2026*):

1475 (b) The provisions of subsection (a) of this section shall not apply to:  
1476 (1) Engineers under the jurisdiction of the United States, (2) engineers  
1477 or operators employed by public utilities or industrial manufacturing  
1478 plants, (3) any person operating either a bucket truck or a digger derrick  
1479 designed and used for an electrical generation, electrical transmission,  
1480 electrical distribution, electrical catenary or electrical signalization  
1481 project, if such person: (A) Holds a valid limited electrical line contractor  
1482 or journeyman's license issued pursuant to chapter 393 or any  
1483 regulation adopted pursuant to said chapter, or (B) has engaged in the  
1484 installation of electrical line work for more than one thousand hours, or  
1485 (C) has enrolled in or has graduated from a federally recognized  
1486 electrical apprenticeship program, (4) persons engaged in (A) the  
1487 recreational boating or fishing industry, except when engaged in  
1488 construction-related work, or [in] (B) agriculture, [or arboriculture,] (5)  
1489 persons engaged in activities, or using equipment, excluded under  
1490 section 29-221a, or (6) persons operating equipment, except a tower  
1491 crane, that can hoist, lower and horizontally move a suspended load and  
1492 has a manufacturer's maximum rated hoisting or lifting capacity  
1493 exceeding two thousand pounds but not exceeding ten thousand  
1494 pounds who, pursuant to federal Occupational Safety and Health  
1495 Administration Standard 1926.1427, are (A) certified by an accredited  
1496 crane operator testing organization, (B) qualified by an audited  
1497 employer program, (C) qualified by the United States military, or (D)  
1498 licensed pursuant to this chapter.

1499 Sec. 22. Section 29-224b of the general statutes is repealed and the  
1500 following is substituted in lieu thereof (*Effective October 1, 2026*):

1501 The commissioner or any employee of the Department of  
1502 Administrative Services, while engaged in the performance of [his or

1503 her] the commissioner's or employee's duties, may (1) enter at all  
1504 reasonable hours into and upon any premises in or on which the  
1505 commissioner or employee has reason to believe a crane or hoisting  
1506 equipment is located for the purpose of carrying out the provisions of  
1507 this chapter and the regulations adopted thereunder, (2) require a crane  
1508 operator or hoisting equipment operator to produce for verification  
1509 such operator's license issued under this chapter, (3) require a crane  
1510 owner to produce for verification such owner's certificate of registration  
1511 issued under this chapter, and (4) require a crane operator, hoisting  
1512 equipment operator, crane owner, hoisting equipment owner or lessee  
1513 to produce any document establishing an agreement between such  
1514 operator, owner or lessee and a person, firm, partnership, corporation,  
1515 limited liability company, association or other legal entity to perform  
1516 crane or hoisting work on the premises.

1517 Sec. 23. (NEW) (*Effective October 1, 2026*) (a) The Commissioner of  
1518 Administrative Services or an employee of the Department of  
1519 Administrative Services may issue a stop work order against a crane  
1520 owner, crane operator, hoisting equipment owner, hoisting equipment  
1521 operator, lessee or person that contracted with the owner, operator or  
1522 lessee to perform crane or hoisting work, if the commissioner or  
1523 employee determines that such owner, operator, lessee or person has  
1524 committed one or more of the following violations: (1) Demonstrating  
1525 incompetence or negligence, (2) permitting the operation of the owner's,  
1526 operator's or lessee's crane in an unsafe manner, or (3) failing to comply  
1527 with the provisions of section 29-223a of the general statutes, as  
1528 amended by this act, or 29-224 of the general statutes, as amended by  
1529 this act. For purposes of this section, the term "person" includes firms,  
1530 partnerships, corporations, limited liability companies, associations and  
1531 any other legal entities.

1532 (b) Such stop work order: (1) (A) Shall require the cessation of the  
1533 owner's, operator's or lessee's crane, hoisting equipment or related  
1534 lifting operations at the place or premises where the violation was  
1535 determined to have occurred, and (B) shall not require the cessation of

1536 unrelated construction activities at such place or premises unless such  
1537 activities present an immediate danger to any individual or property,  
1538 (2) shall be effective when served upon the owner, operator or lessee  
1539 and the person that contracted with the owner, operator or lessee to  
1540 perform crane or hoisting work at the place or premises subject to such  
1541 stop work order by posting notice of the stop work order in a  
1542 conspicuous location at such place or premises, and (3) shall remain in  
1543 effect until the commissioner (A) determines that the owner, operator,  
1544 lessee or person has resolved the violation or violations that gave rise to  
1545 the stop work order, and (B) issues an order releasing such stop work  
1546 order.

1547 (c) Any crane owner, crane operator, hoisting equipment owner,  
1548 hoisting equipment operator, lessee or person who has been served with  
1549 a stop work order pursuant to subsection (b) of this section may request  
1550 an administrative hearing to contest such stop work order. Such request  
1551 shall be made in writing to the commissioner not more than ten days  
1552 after such owner, operator, lessee or person was served with such stop  
1553 work order. Such hearing shall be conducted in accordance with the  
1554 provisions of chapter 54 of the general statutes.

1555 (d) The commissioner shall notify the Examining Board for Crane  
1556 Operators established under section 29-222 of the general statutes, as  
1557 amended by this act, of each stop work order issued under subsection  
1558 (a) of this section and any violation of such a stop work order.

1559 (e) The commissioner shall adopt regulations, in accordance with the  
1560 provisions of chapter 54 of the general statutes, to carry out the purposes  
1561 of this section.

1562 Sec. 24. Section 29-225 of the general statutes is repealed and the  
1563 following is substituted in lieu thereof (*Effective October 1, 2026*):

1564 (a) The board may suspend or revoke a crane operator's license, a  
1565 hoisting equipment operator's license or an apprentice's certificate, after  
1566 notice and hearing in accordance with the provisions of chapter 54, upon

1567 a finding that the holder has demonstrated incompetence or [has been  
1568 guilty of] negligence in the performance of [his or her] such holder's  
1569 work.

1570 (b) The board may suspend or revoke a crane owner's registration,  
1571 after notice and hearing in accordance with the provisions of chapter 54,  
1572 upon a finding that the holder has failed to properly maintain [his or  
1573 her] such holder's crane or has permitted the operation of [his or her]  
1574 such holder's crane in an unsafe manner.

1575 (c) (1) The board may impose a civil penalty of not more than [three]  
1576 five thousand dollars per violation per day on any crane or hoisting  
1577 equipment owner or operator, [who violates] lessee or person that  
1578 contracted with an owner, operator or lessee to perform crane or  
1579 hoisting work, after notice and hearing in accordance with the  
1580 provisions of chapter 54, upon a finding that the owner, operator or  
1581 lessee has violated any provision of this chapter or any regulations  
1582 adopted thereunder. For purposes of this section, "person" includes  
1583 firms, partnerships, corporations, limited liability companies,  
1584 associations and any other legal entities.

1585 (2) The board may impose a civil penalty of not more than one  
1586 thousand dollars per violation per day on any crane or hoisting  
1587 equipment owner or operator or lessee, after notice and hearing in  
1588 accordance with the provisions of chapter 54, upon a finding that the  
1589 owner, operator or lessee has operated, or allowed the operation of, such  
1590 owner's, operator's or lessee's crane or hoisting equipment without a  
1591 valid license or certificate of registration, as applicable, issued under this  
1592 chapter.

1593 (3) If the board, after notice and hearing in accordance with the  
1594 provisions of chapter 54, finds that a crane or hoisting equipment owner  
1595 or operator, lessee or person that contracted with an owner, operator or  
1596 lessee to perform crane or hoisting work violated a stop work order  
1597 issued pursuant to section 23 of this act, the board shall impose a fine of  
1598 five thousand dollars per day for each day the stop work order was

1599 violated.

1600 (d) The board shall not renew a license or registration of any crane or  
1601 hoisting equipment owner or operator who has an unpaid civil penalty  
1602 until such time as such penalty is paid in full.

1603 (e) The board, at any time after the issuance of a notice alleging a  
1604 violation of any provision of this chapter or any regulation adopted  
1605 thereunder, may accept, in lieu of a hearing in accordance with the  
1606 provisions of chapter 54, an agreement by any person charged with such  
1607 violation. Negotiations relating to any such agreement shall be  
1608 confidential and not subject to disclosure pursuant to the Freedom of  
1609 Information Act, as defined in section 1-200, but any such agreement  
1610 itself shall be a public record for purposes of said act.

1611 (f) The Commissioner of Administrative Services may apply for the  
1612 enforcement of any civil penalty imposed pursuant to this section  
1613 against any person who is not licensed as a crane or hoisting equipment  
1614 operator or who has not obtained a registration of any crane under  
1615 subsection (a) of section 29-224 to the superior court for the judicial  
1616 district of Hartford, or to any judge thereof if the same is not in session,  
1617 for an order (1) directing payment in full of any unpaid balance of such  
1618 civil penalty, or (2) temporarily and permanently restraining and  
1619 enjoining such person from performing or allowing the performance of  
1620 the work of a crane or hoisting equipment operator. The application for  
1621 such order, and for such other appropriate decree or process, shall be  
1622 brought and the proceedings thereon conducted by the Attorney  
1623 General.

1624 Sec. 25. (Effective July 1, 2026) Not later than July 1, 2027, and annually  
1625 thereafter, each regional educational service center and the executive  
1626 director of the Technical Education and Career System, in consultation  
1627 with the Department of Education, shall submit a report, in accordance  
1628 with the provisions of section 11-4a of the general statutes, concerning  
1629 high school work-based learning programs provided in the region  
1630 served by each regional education service center or offered by the

1631 Technical Education and Career System to the joint standing committee  
1632 of the General Assembly having cognizance of matters relating to  
1633 education and labor. Such report shall include, but need not be limited  
1634 to, (1) an inventory of work-based learning programs offered by a local  
1635 or regional board of education and the Technical Education and Career  
1636 System, (2) the number of students enrolled in such work-based  
1637 learning programs offered by a local or regional board of education and  
1638 the Technical Education and Career System, and (3) the total cost  
1639 incurred by each school district and the Technical Education and Career  
1640 System for each such work-based learning program. Such report shall  
1641 be posted on the Department of Education's Internet web site.

1642       Sec. 26. (*Effective from passage*) (a) Not later than January 1, 2028, the  
1643 Commissioner of Education shall, in consultation with the Office of  
1644 Workforce Strategy, establish a two-year pilot program to provide  
1645 educator externships for certified educators in order to allow such  
1646 educators to participate in experiential learning with private sector  
1647 employers for the purpose of aligning classroom instruction with  
1648 current industry standards and workforce needs. In developing such  
1649 program, the commissioner shall (1) establish criteria for identifying and  
1650 screening employers for participation, (2) establish criteria for matching  
1651 educators with externships based on subject matter relevance, (3)  
1652 develop a curriculum that ensures incorporation of learned skills in the  
1653 educator's future lesson plans, (4) establish eligibility for stipends for  
1654 completion of an externship through such program by an educator, and  
1655 (5) establish eligibility for grants for employers that participate in such  
1656 program. The commissioner may contract with nongovernmental  
1657 entities, including, but not limited to, nonprofit organizations, to carry  
1658 out the provisions of this section.

1659       (b) For the school years commencing July 1, 2028, and July 1, 2029,  
1660 the commissioner shall prioritize placement in such externship program  
1661 established pursuant to subsection (a) of this section to educators (1)  
1662 employed in a town designated as an alliance district, pursuant to  
1663 section 10-262u of the general statutes, or (2) who teach a topic related

1664 to science, technology, engineering and mathematics, manufacturing or  
1665 health care.

1666 Sec. 27. Section 31-31 of the general statutes is repealed and the  
1667 following is substituted in lieu thereof (*Effective October 1, 2026*):

1668 (a) The members of a board shall be appointed by the chief elected  
1669 officials of the municipalities in the region in accordance with the  
1670 provisions of an agreement entered into by such municipalities. In the  
1671 absence of an agreement the appointments shall be made by the  
1672 Governor. The membership of each board shall satisfy the requirements  
1673 for a local board as provided under the Workforce Innovation and  
1674 Opportunity Act and include a regional workforce navigator described  
1675 in subsection (b) of this section.

1676 (b) Each regional workforce navigator shall coordinate with the  
1677 regional workforce development boards, the Governor's Workforce  
1678 Council and the Labor Department in order to connect individuals  
1679 participating in adult education programs with workforce  
1680 opportunities, including, but not limited to, internships,  
1681 apprenticeships, job shadowing opportunities and credentials offered in  
1682 the state. For purposes of this subsection "credential" has the same  
1683 meaning as provided in section 10a-35b.

1684 Sec. 28. (*Effective from passage*) (a) Not later than October 1, 2026, the  
1685 Labor Commissioner shall develop, in consultation with educational  
1686 institutions, the regional workforce development boards and the  
1687 Governor's Workforce Council, training on adult education programs in  
1688 the state, including, but not limited to, funding streams for such  
1689 programs and performance measures in order to ensure informed  
1690 collaboration.

1691 (b) Not later than December 30, 2026, such training developed  
1692 pursuant to subsection (a) of this section shall be provided to regional  
1693 workforce navigators described in section 31-31 of the general statutes,  
1694 as amended by this act.

1695 Sec. 29. (*Effective from passage*) (a) There is established a working  
1696 group to study the effectiveness and benefits of co-instruction models of  
1697 teaching utilized by public schools, including, but not limited to, co-  
1698 instruction models that allow individuals without a professional  
1699 certification under chapter 166 of the general statutes to teach  
1700 collaboratively with a certified teacher.

1701 (b) The working group shall consist of the following members: (1)  
1702 Two appointed by each chairperson of the joint standing committee of  
1703 the General Assembly having cognizance of matters relating to  
1704 education, and (2) one appointed by each ranking member of the joint  
1705 standing committee of the General Assembly having cognizance of  
1706 matters relating to education.

1707 (c) Not later than January 1, 2027, the working group shall report the  
1708 results of such study to the joint standing committee of the General  
1709 Assembly having cognizance of matters relating to education, in  
1710 accordance with the provisions of section 11-4a of the general statutes.

1711 Sec. 30. (*Effective October 1, 2026*) The Labor Commissioner shall post  
1712 information on the Internet web site of the Labor Department  
1713 concerning the Americans with Disabilities Act of 1990, as amended, 42  
1714 USC 12101. Such information shall include, but need not be limited to,  
1715 the definition of a disability under such act and how such definition  
1716 relates to reasonable accommodations in the workplace. Such  
1717 information shall be in a form available for downloading by an  
1718 employer to display at such employer's place of business in both English  
1719 and Spanish and posted on the department's Internet web site.

1720 Sec. 31. (NEW) (*Effective October 1, 2026*) (a) An employer shall  
1721 provide written notice of an employee's right to reasonable  
1722 accommodations in the workplace for a disability pursuant to the  
1723 Americans with Disabilities Act of 1990, as amended, 42 USC 12101, to:  
1724 (1) New employees at the commencement of employment; (2) existing  
1725 employees within one hundred twenty days of October 1, 2026; and (3)  
1726 any employee who notifies the employer of such employee's disability

1727 within ten days of such notification.

1728 (b) An employer may comply with the provisions of subsection (a) of  
1729 this section by displaying the poster created by the Labor Commissioner  
1730 for purposes of this section in a conspicuous place, accessible to  
1731 employees, at the employer's place of business.

1732 (c) The Labor Commissioner may adopt regulations, in accordance  
1733 with chapter 54 of the general statutes, to establish additional  
1734 requirements concerning the means by which employers shall provide  
1735 such notice.

1736 Sec. 32. Section 31-40w of the general statutes is repealed and the  
1737 following is substituted in lieu thereof (*Effective October 1, 2026*):

1738 (a) [Any employee may, at her discretion,] An employer shall provide  
1739 a reasonable break time for an employee to express breast milk for such  
1740 employee's nursing child or breastfeed on site at [her] such employee's  
1741 workplace [during her meal or break period] each time such employee  
1742 has the need to express breast milk or breastfeed.

1743 (b) An employer shall make reasonable efforts to provide a room or  
1744 other location, in close proximity to the work area, other than a toilet  
1745 stall, where the employee can express [her] such employee's milk in  
1746 private, and provided there is no undue hardship, such room or other  
1747 location shall (1) be free from intrusion and shielded from the public  
1748 while such employee expresses breast milk, (2) include or be situated  
1749 near a refrigerator or employee-provided portable cold storage device  
1750 in which the employee can store [her] such employee's breast milk, and  
1751 (3) include access to an electrical outlet.

1752 (c) An employer shall not discriminate against, discipline or take any  
1753 adverse employment action against any employee because such  
1754 employee has elected to exercise [her] such employee's rights under  
1755 subsection (a) of this section.

1756 (d) As used in this section, "employer" means a person engaged in

1757 business who has one or more employees, including the state and any  
1758 political subdivision of the state; "employee" means any person engaged  
1759 in service to an employer in the business of the employer; "reasonable  
1760 efforts" means any effort that would not impose an undue hardship on  
1761 the operation of the employer's business; and "undue hardship" means  
1762 any action that requires significant difficulty or expense when  
1763 considered in relation to factors such as the size of the business, its  
1764 financial resources and the nature and structure of its operation.

1765 Sec. 33. Section 19a-89e of the 2026 supplement to the general statutes  
1766 is repealed and the following is substituted in lieu thereof (*Effective*  
1767 *October 1, 2026*):

1768 (a) For purposes of this section:

1769 (1) "Department" means the Department of Public Health;

1770 (2) "Hospital" means an establishment for the lodging, care and  
1771 treatment of persons suffering from disease or other abnormal physical  
1772 or mental conditions and includes inpatient psychiatric services in  
1773 general hospitals;

1774 (3) "Assistive personnel" means personnel who are not licensed by  
1775 the Department of Public Health and who engage in specifically  
1776 delegated patient care activities; and

1777 (4) "Direct care registered nurse" means a registered nurse licensed  
1778 pursuant to chapter 378 whose primary responsibility is to provide  
1779 direct patient care.

1780 (b) Each hospital licensed by the department pursuant to chapter  
1781 368v shall report, not later than January first and July first annually, to  
1782 the department on a prospective nurse staffing plan with a written  
1783 certification that the nurse staffing plan developed pursuant to  
1784 subsections (d) and (e) of this section is sufficient to provide adequate  
1785 and appropriate delivery of health care services to patients in the  
1786 ensuing period of licensure. Such plan shall promote a collaborative

1787 practice in the hospital that enhances patient care and the level of  
1788 services provided by nurses and other members of the hospital's patient  
1789 care team.

1790 (c) (1) Each hospital shall establish a dedicated hospital staffing  
1791 committee to assist in the preparation of the nurse staffing plan required  
1792 pursuant to subsection (b) of this section. Direct care registered nurses  
1793 employed by the hospital shall account for not less than fifty per cent  
1794 and an odd number of members of the membership of each hospital's  
1795 staffing committee. The total number of direct care registered nurses  
1796 shall be one more than the total number of nondirect care registered  
1797 nurses of such committee. Each hospital's staffing committee shall  
1798 include broad-based representation across hospital services and include  
1799 not less than two assistive personnel. When registered nurses employed  
1800 by the hospital are members of a collective bargaining unit, (A) the  
1801 collective bargaining unit shall select the direct care registered nurse  
1802 members that comprise not less than fifty per cent of the total number  
1803 of members of such committee, provided such selection is not  
1804 prohibited conduct under the National Labor Relations Act, 29 USC 151,  
1805 et seq., as amended from time to time, 5 USC 71, as amended from time  
1806 to time, or the State Employee Relations Act, section 5-270, et seq., as  
1807 amended from time to time, and (B) a representative of the collective  
1808 bargaining unit shall provide the hospital with a list of multiple names  
1809 of direct care registered nurses from which hospital management shall  
1810 select the one additional direct care registered nurse member beyond  
1811 the fifty per cent of the direct care registered nurse members. Direct care  
1812 registered nurses who are not members of a collective bargaining unit  
1813 shall be selected for the committee through a process determined by the  
1814 direct care registered nurses of the hospital. [The hospital staffing  
1815 committee that was in existence prior to October 1, 2023, shall solicit  
1816 feedback from all direct care registered nurses employed by the hospital  
1817 regarding what such process should entail. The direct care registered  
1818 nurses who are members of such existing hospital staffing committee  
1819 shall decide, by majority vote, the parameters of such process.] When  
1820 assistive personnel employed by the hospital are members of a collective

1821 bargaining unit, the collective bargaining unit shall select the assistive  
1822 personnel, provided such selection is not prohibited conduct under the  
1823 National Labor Relations Act, 29 USC 151, et seq., as amended from time  
1824 to time, 5 USC 71, as amended from time to time, or the State Employee  
1825 Relations Act, section 5-270, et seq., as amended from time to time. Any  
1826 member that is an assistive personnel shall be a nonvoting member of  
1827 such committee. Hospital management shall select the remaining  
1828 members of such committee.

1829 (2) Each hospital shall pay each employee who serves on the hospital  
1830 staffing committee such employee's regular rate of pay, including  
1831 differentials, for participation on the committee and consider, to the  
1832 extent possible by the hospital, the time such employee serves on the  
1833 committee as part of such employee's regularly scheduled work week.  
1834 Each hospital shall ensure that direct care registered nurses have  
1835 coverage to attend hospital staffing committee meetings.

1836 (3) Each hospital staffing committee shall include two cochairpersons  
1837 who have direct patient care experience, one of whom is a direct care  
1838 registered nurse at the hospital who shall be elected by members of the  
1839 committee who are direct care registered nurses, and one of whom shall  
1840 be elected by members of the committee who are not direct care  
1841 registered nurses. The committee shall take minutes of every meeting,  
1842 make such minutes available to any member of the hospital staff upon  
1843 request and submit such minutes to the Department of Public Health  
1844 when requested by the department. A majority of the members of the  
1845 staffing committee shall constitute a quorum for the transaction of  
1846 staffing committee business. A decision made by the hospital staffing  
1847 committee shall be made by a vote of a majority of the members present  
1848 at the meeting. If a quorum of members present at a meeting comprises  
1849 an equal number of members who are direct care registered nurses and  
1850 members who are not direct care registered nurses, a sufficient number  
1851 of members who are not direct care registered nurses shall abstain from  
1852 voting to allow a majority of the voting members to consist of direct care  
1853 registered nurses.

1854 (4) Each hospital shall notify each nurse on the nurse's date of hire,  
1855 and annually thereafter, about the hospital staffing committee,  
1856 including, but not limited to, the purpose of the committee, the criteria  
1857 and process for becoming a member of the committee, the hospital's  
1858 process for internal review of the nurse staffing plan and the hospital's  
1859 mechanism for obtaining input from direct care staff, including direct  
1860 care registered nurses and other members of the hospital's patient care  
1861 team, in the development of the nurse staffing plan.

1862 (d) Each hospital staffing committee shall develop the nurse staffing  
1863 plan for the hospital. In developing such plan, the committee shall  
1864 evaluate the most recent research regarding patient outcomes, share  
1865 with hospital staff the procedures for communicating concerns to the  
1866 committee regarding such plan and staffing assignments and review all  
1867 reports regarding any such concerns and any objections or refusals by a  
1868 registered nurse to participate in a staffing assignment made pursuant  
1869 to subsection (h) of this section that were communicated to the  
1870 committee. Each hospital shall implement such plan. Such plan shall: (1)  
1871 Include the minimum professional skill mix for each patient care unit in  
1872 the hospital, including, but not limited to, inpatient services, critical care  
1873 and the emergency department; (2) identify the hospital's employment  
1874 practices concerning the use of temporary and traveling nurses; (3) set  
1875 forth the level of administrative staffing in each patient care unit of the  
1876 hospital that ensures direct care staff are not utilized for administrative  
1877 functions; (4) set forth the hospital's process for internal review of the  
1878 nurse staffing plan; and (5) include the hospital's mechanism of  
1879 obtaining input from direct care staff, including nurses and other  
1880 members of the hospital's patient care team, in the development of the  
1881 nurse staffing plan. In addition to the information described in  
1882 subdivisions (1) to (5), inclusive, of this subsection, nurse staffing plans  
1883 developed and implemented after January 1, 2016, shall include: (A) The  
1884 number of registered nurses providing direct patient care and the ratio  
1885 of patients to such registered nurses by patient care unit; (B) the number  
1886 of licensed practical nurses providing direct patient care and the ratio of  
1887 patients to such licensed practical nurses, by patient care unit; (C) the

1888 number of assistive personnel providing direct patient care and the ratio  
1889 of patients to such assistive personnel, by patient care unit; (D) the  
1890 method used by the hospital to determine and adjust direct patient care  
1891 staffing levels; and (E) a description of assistive personnel on each  
1892 patient care unit. In addition to the information described in  
1893 subdivisions (1) to (5), inclusive, of this subsection and subparagraphs  
1894 (A) to (E), inclusive, of this subdivision, nurse staffing plans developed  
1895 and implemented after January 1, 2017, shall include: (i) A description  
1896 of any differences between the staffing levels described in the staffing  
1897 plan and actual staffing levels for each patient care unit; and (ii) any  
1898 actions the hospital intends to take to address such differences or adjust  
1899 staffing levels in future staffing plans.

1900 (e) On and after January 1, 2024, in addition to the information  
1901 required pursuant to subsection (d) of this section, each nurse staffing  
1902 plan shall include:

1903 (1) Information about any objections to or refusals to comply with the  
1904 nurse staffing plan by hospital staff that were communicated to the  
1905 hospital staffing committee;

1906 (2) Measurements of and evidence to support successful  
1907 implementation of the nurse staffing plan;

1908 (3) Retention, turnover and recruitment metrics for direct care  
1909 registered nursing staff, including, but not limited to, the turnover rate  
1910 per hospital unit during the preceding twelve months and the average  
1911 years of experience of permanent direct care registered nursing staff per  
1912 unit;

1913 (4) The number of instances since the last nurse staffing plan was  
1914 submitted when the hospital was not in compliance with such plan,  
1915 including, but not limited to, the nurse staffing ratios set forth in such  
1916 plan, and a description of how and why such plan was not complied  
1917 with and plans to avoid future noncompliance with such plan; and

1918 (5) Certification that the hospital and its hospital staffing committee

1919 are meeting the requirements set forth in this section and a description  
1920 of how each requirement is being met.

1921 (f) Each hospital shall post the nurse staffing plan developed and  
1922 adopted pursuant to subsections (d) and (e) [, inclusive,] of this section  
1923 on each patient care unit in a conspicuous location visible and accessible  
1924 to staff, patients and members of the public. Each hospital shall maintain  
1925 accurate records, for not less than the preceding three years, of the ratios  
1926 of patients to direct care registered nurses and patients to assistive  
1927 personnel providing patient care in each direct care unit for each shift.  
1928 Such records shall include the number of (1) patients in each unit on  
1929 each shift, (2) direct care registered nurses assigned to each patient in  
1930 each unit on each shift, and (3) assistive personnel providing patient  
1931 care assigned to each patient in each unit on each shift. Each hospital  
1932 shall make such records available, upon request, to the Department of  
1933 Public Health, the staff of the hospital, any collective bargaining unit  
1934 representing such staff, the patients of the hospital and members of the  
1935 general public.

1936 (g) No hospital shall require a registered nurse to undertake any  
1937 patient care task that is beyond the scope of the nurse's license.

1938 (h) A registered nurse may object to or refuse to participate in any  
1939 activity, policy, practice or task assigned by a hospital if the registered  
1940 nurse is not competently able based on education, training or experience  
1941 to participate in the activity, policy, practice or task without  
1942 compromising the safety of a specific patient. If a registered nurse  
1943 objects or refuses to participate, the nurse shall immediately contact a  
1944 supervisor for assistance or to allow the hospital to find a suitable  
1945 replacement. Not later than twelve hours after objecting or refusing to  
1946 participate, the registered nurse shall submit a form, developed by the  
1947 hospital and approved by the Department of Public Health, that  
1948 includes the following: (1) A detailed statement of the reasons that the  
1949 nurse objects or refuses to participate in the activity, policy, practice or  
1950 task; (2) a description of how performing the activity, policy, practice or  
1951 task would have compromised patient safety; and (3) the ways in which

1952 the activity, policy, practice or task was not consistent with the nurse's  
1953 education, training, experience or job description. A hospital shall  
1954 review and analyze each form submitted pursuant to this subsection  
1955 through one or more of the hospital's committees or functions,  
1956 including, but not limited to, the quality assessment and performance  
1957 improvement program, risk management or patient safety, and make  
1958 adjustments to nurse staffing assignments if necessary to improve  
1959 patient safety. Each hospital shall provide the Department of Public  
1960 Health with confidential access to the forms submitted to the hospital  
1961 pursuant to this subsection upon request.

1962 (i) If a registered nurse reasonably believes his or her participation in  
1963 an activity, policy, practice or task would violate a provision of a nurse  
1964 staffing plan or policy approved by the hospital's nurse staffing  
1965 committee, the nurse may file a complaint with the nurse staffing  
1966 committee on a form developed by the hospital and approved by the  
1967 Department of Public Health. The hospital and its nurse staffing  
1968 committee shall analyze the complaint and provide the Department of  
1969 Public Health with an analysis of actions taken in response to such  
1970 complaint. The department shall submit all complaint forms provided  
1971 to it pursuant to this subsection with its biannual report required  
1972 pursuant to subsection (n) of this section.

1973 (j) No hospital shall discharge, retaliate against, discriminate against  
1974 or take any other adverse action against a registered nurse or any aspect  
1975 of the registered nurse's employment, including, but not limited to,  
1976 discharge, promotion, reduction in compensation or changes to terms,  
1977 conditions or privileges of employment, as a result of such nurse taking  
1978 any of the actions described in this section, participation by the  
1979 registered nurse in a hospital staffing committee or raising of concerns  
1980 by the registered nurse regarding unsafe staffing or workplace violence,  
1981 racism or bullying.

1982 (k) Nothing in this section shall be construed to allow a nurse to  
1983 abandon a patient or refuse to perform patient care activities (1) during  
1984 an ongoing surgical procedure until such procedure is completed; (2) in

1985 a critical care unit, labor and delivery or emergency department until  
1986 such nurse is relieved by another nurse; (3) in the case of a public health  
1987 emergency; (4) in the case of an institutional emergency; or (5) in any  
1988 instance where inaction or abandonment by the nurse would jeopardize  
1989 patient safety.

1990 (l) Nothing in this section shall prohibit a hospital, the Department of  
1991 Public Health or the State Board of Examiners for Nursing from  
1992 requiring a nurse to obtain additional training or continuing education  
1993 consistent with the nurse's assigned roles and job description.

1994 (m) Not later than January 1, [2016] 2027, and annually thereafter, the  
1995 Commissioner of Public Health shall report, in accordance with the  
1996 provisions of section 11-4a, to the joint standing committee of the  
1997 General Assembly having cognizance of matters relating to public  
1998 health concerning hospital compliance with reporting requirements  
1999 under this section and recommendations concerning any additional  
2000 reporting requirements, which may include, but need not be limited to,  
2001 hospital staffing plan reports on a unit-wide basis.

2002 (n) (1) Each hospital shall report biannually to the Department of  
2003 Public Health, in a form and manner prescribed by the Commissioner  
2004 of Public Health, whether it has been in compliance, for the previous six  
2005 months, with at least eighty per cent of the nurse staffing assignments  
2006 as required by any component outlined in the nurse staffing plan  
2007 developed pursuant to subsections (d) and (e) of this section. Each  
2008 hospital shall maintain a record of the date of each instance where the  
2009 hospital varied from any component outlined in the nurse staffing plan  
2010 developed pursuant to subsections (d) and (e) of this section, the unit in  
2011 which such variation occurred and the reason for such variation and  
2012 shall make such records available upon request to the department or a  
2013 representative of a collective bargaining unit of such hospital. Each  
2014 hospital shall submit such reports not later than January fifteenth for the  
2015 most recent six-month period ending on January first, and not later than  
2016 July fifteenth for the most recent six-month period ending on July first.

2017       (2) Not later than October 1, 2026, and annually thereafter, each  
2018 hospital shall report to the Department of Public Health, in a form and  
2019 manner prescribed by the Commissioner of Public Health, the nurse  
2020 staffing plan developed pursuant to subsections (d) and (e) of this  
2021 section. The commissioner shall post hospital staffing plans submitted  
2022 pursuant to this subsection on the department's Internet web site.

2023       (o) For a failure by a hospital to (1) establish or maintain a hospital  
2024 staffing committee pursuant to subsection (c) of this section, (2) submit  
2025 the [report] reports required by subsection (n) of this section to the  
2026 Department of Public Health, (3) post the staffing plan pursuant to  
2027 subsection (f) of this section, [or] (4) comply with at least eighty per cent  
2028 of the nurse staffing assignments set forth in the nurse staffing plan, (5)  
2029 comply with the provisions of section 19a-490l, or (6) implement a nurse  
2030 staffing plan approved by a majority of the hospital staffing committee  
2031 in accordance with the provisions of subsection (c) of this section, the  
2032 Commissioner of Public Health shall issue an order that: (A) Requires  
2033 the hospital to submit a corrective action plan to correct such  
2034 noncompliance and implement such plan unless disapproved by the  
2035 department not later than twenty business days after its submission;  
2036 and (B) (i) imposes a civil penalty of three thousand five hundred dollars  
2037 for the first violation, or (ii) imposes a civil penalty of five thousand  
2038 dollars for each subsequent violation. For purposes of this subsection,  
2039 each of the following shall constitute a separate violation: (I) Each day a  
2040 hospital fails to establish or maintain a hospital staffing committee  
2041 pursuant to subsection (c) of this section, (II) each day a hospital fails to  
2042 submit the reports required by subsection (n) of this section, and (III)  
2043 each day a hospital fails to post the staffing plan pursuant to subsection  
2044 (f) of this section. The commissioner shall post any order issued  
2045 pursuant to this section on the department's Internet web site.

2046       (p) (1) A hospital shall, not later than five business days after receipt  
2047 of an order pursuant to subsection (o) of this section, submit a request  
2048 in writing to the Department of Public Health for a hearing to contest  
2049 the order. If the hospital fails to submit such a request not later than five

2050 business days after such receipt, the order shall be deemed a final order  
2051 of the department, effective upon the expiration of such five business  
2052 days. After receipt of a timely request for a hearing, the department shall  
2053 set the matter down for a hearing as a contested case in accordance with  
2054 the provisions of chapter 54.

2055 (2) Each hospital shall pay any civil penalties imposed pursuant to  
2056 subsection (o) of this section not later than fifteen days after the final  
2057 date by which an appeal may be taken as provided in section 4-183 or,  
2058 if an appeal is taken, not later than fifteen days after the final judgment  
2059 on such appeal. If such penalties or the expenses of an audit ordered  
2060 under subsection (q) of this section are not paid by the hospital, the  
2061 Commissioner of Public Health shall notify the Commissioner of Social  
2062 Services who shall be authorized to immediately withhold from the  
2063 hospital's next medical assistance payment, an amount equal to the  
2064 amount of the civil penalty and audit expenses.

2065 (q) The Commissioner of Public Health may order an audit of the  
2066 nurse staffing assignments of each hospital to determine compliance  
2067 with the nurse staffing assignments for each hospital unit set forth in the  
2068 nurse staffing plan developed pursuant to subsections (d) and (e) of this  
2069 section. Such audit may include an assessment of the hospital's  
2070 compliance with the requirements of this section for the content of such  
2071 plan, accuracy of reports submitted to the department and the  
2072 membership of the hospital staffing committee. In determining whether  
2073 to order an audit, the commissioner shall consider whether there has  
2074 been consistent noncompliance by the hospital with the nurse staffing  
2075 plan, fear of false reporting by the hospital or any other health care  
2076 quality safety concerns. The hospital that is subject to the audit shall pay  
2077 the cost of the audit. The audit shall not affect the conduct by the  
2078 hospital of peer review as defined in section 19a-17b.

2079 Sec. 34. (NEW) (*Effective from passage*) (a) For the fiscal year ending  
2080 June 30, 2027, and each fiscal year thereafter, the Department of Public  
2081 Health shall, within available appropriations, establish and administer  
2082 a grant program for the purpose of expanding certified nursing assistant

2083 training programs in the greater Hartford area and rural communities  
2084 in the state. Under the program, the department shall provide grants to  
2085 organizations that provide education and training to prospective  
2086 certified nursing assistants in such areas of the state. Such expansion  
2087 shall, to the extent possible, utilize federal funds provided pursuant to  
2088 the Rural Health Transformation Program established pursuant to 42  
2089 USC 1397ee(h) to aid education and training programs provided rural  
2090 communities. An organization may submit an application for a grant  
2091 under this section in a form and manner prescribed by the  
2092 Commissioner of Public Health.

2093 (b) Not later than December 31, 2028, and biennially thereafter, the  
2094 department shall submit a report, in accordance with the provisions of  
2095 section 11-4a of the general statutes, to the joint standing committee of  
2096 the General Assembly having cognizance of matters relating to public  
2097 health on the implementation of the program. Such report shall include,  
2098 but need not be limited to, an evaluation of the program.

2099 Sec. 35. (NEW) (*Effective from passage*) (a) The Commissioner of Public  
2100 Health shall, within available appropriations, establish a pilot program  
2101 for a state-wide certified nursing assistant training program. Such  
2102 program shall include, but need not be limited to, support, training and  
2103 education for prospective certified nursing assistants. The  
2104 commissioner may provide financial assistance in the form of grants-in-  
2105 aid to implement the program.

2106 (b) Not later than one year after implementation of the pilot program,  
2107 the Commissioner of Public Health shall submit a report, in accordance  
2108 with the provisions of section 11-4a of the general statutes, to the joint  
2109 standing committee of the General Assembly having cognizance of  
2110 matters relating to public health concerning the operation of the pilot  
2111 program and any recommendations to expand the pilot program.

2112 Sec. 36. (NEW) (*Effective October 1, 2026*) (a) (1) Not later than January  
2113 1, 2027, and annually thereafter, in accordance with the findings of the  
2114 study described in subsection (b) of this section, the Labor

2115 Commissioner shall update the informational web page, hosted on the  
2116 Internet web site of the Labor Department, which serves as a central  
2117 repository of information, resources and materials, including links to  
2118 external sources of such information, resources and materials, regarding  
2119 job training, career counseling, workforce development organizations,  
2120 employers who are veteran and military-friendly or who establish and  
2121 commit to meeting targets for the hiring of veterans and current and  
2122 former members of the armed forces and other topics relevant to the  
2123 state's population of current and former members of the armed forces  
2124 who may be transitioning from military service to a professional  
2125 occupation in the civilian workforce. On and after January 1, 2027, the  
2126 commissioner shall (A) post in a conspicuous location on such  
2127 informational web page details of relevant employment assistance  
2128 programming administered by the Military Department, as described in  
2129 subsection (a) of section 37 of this act, and the job fair conducted by the  
2130 Department of Veterans Affairs, as described in subsection (b) of section  
2131 38 of this act, and (B) undertake efforts to optimize the visibility of such  
2132 informational web page in Internet search engine results.

2133 (2) On and after January 1, 2027, the Labor Commissioner, in  
2134 consultation with the Commissioner of Veterans Affairs and the  
2135 Adjutant General, shall annually solicit known and reputable providers  
2136 of the information, resources and materials described in subdivision (1)  
2137 of this subsection for items to be included on the informational web page  
2138 described in said subdivision.

2139 (b) (1) Not later than January 1, 2028, the Labor Commissioner shall  
2140 study models from other states within the northeast region of the United  
2141 States that deploy technology, including, but not limited to, artificial  
2142 intelligence, as defined in section 4-68jj of the general statutes, to connect  
2143 current and former members of the armed forces with prospective  
2144 employers based on such members' military occupational specialties,  
2145 educational backgrounds and professional backgrounds. The  
2146 commissioner shall use the findings from such study to update the  
2147 informational web page described in subdivision (1) of subsection (a) of

2148 this section.

2149 (2) Not later than February 1, 2028, the Labor Commissioner shall  
2150 submit a report on the commissioner's findings and recommendations  
2151 to the joint standing committee of the General Assembly having  
2152 cognizance of matters relating to veterans' and military affairs, in  
2153 accordance with the provisions of section 11-4a of the general statutes.

2154 (c) (1) On and after January 1, 2027, the Commissioner of Veterans  
2155 Affairs shall send a biweekly electronic mail newsletter, containing  
2156 relevant resources and materials included on the informational web  
2157 page described in subdivision (1) of subsection (a) of this section, to  
2158 interested recipients. The Labor Commissioner shall make available on  
2159 such informational web page a form through which interested persons  
2160 may request to receive such biweekly electronic mail newsletter, and  
2161 shall each month forward to the Commissioner of Veterans Affairs the  
2162 electronic mail addresses of those interested recipients who have made  
2163 such request during the preceding month.

2164 (2) On and after January 1, 2027, the Commissioner of Veterans  
2165 Affairs shall post in a conspicuous location on the Internet web site of  
2166 the Department of Veterans Affairs a link to the informational web page  
2167 described in subdivision (1) of subsection (a) of this section.

2168 Sec. 37. (NEW) (*Effective October 1, 2026*) (a) Not later than January 1,  
2169 2028, the Adjutant General shall, in consultation with the Labor  
2170 Commissioner and within existing resources, increase promotion of,  
2171 and periodically make improvements to, the state-based employment  
2172 assistance program developed and administered by the Military  
2173 Department for the provision of advice and information to current and  
2174 former members of the armed forces, including members of any reserve  
2175 component thereof, and of the National Guard, who are considering  
2176 available educational and occupational opportunities. The Adjutant  
2177 General and the Labor Commissioner shall tailor such promotion and  
2178 improvements to better supplement the federal transition assistance  
2179 program administered by the United States Department of Defense.

2180 (b) On and after January 1, 2027, at each inactive duty training  
2181 weekend conducted in the state by any reserve component of the armed  
2182 forces or by the National Guard, the Adjutant General shall post, in  
2183 conspicuous locations throughout the site of such inactive duty training  
2184 weekend, signage containing a quick response code that current  
2185 members of such reserve component or the National Guard can use to  
2186 access the informational web page described in subdivision (1) of  
2187 subsection (a) of section 36 of this act.

2188 Sec. 38. (NEW) (*Effective October 1, 2026*) (a) The Commissioner of  
2189 Veterans Affairs shall hold, annually and at locations throughout the  
2190 state, a one-day "Stand Down" event that offers services, supplies or  
2191 assistance to any veteran.

2192 (b) On and after January 1, 2028, the Commissioner of Veterans  
2193 Affairs shall include, as part of an event described in subsection (a) of  
2194 this section, a job fair to promote employment of current and former  
2195 members of the armed forces, including members of any reserve  
2196 component thereof, and of the National Guard. In holding such job fair,  
2197 the Commissioner of Veterans Affairs may coordinate with the Labor  
2198 Commissioner to invite representatives of employers in the state to  
2199 attend and present at such job fair for purposes of providing  
2200 information about prospective employment opportunities with such  
2201 employers. The Commissioner of Veterans Affairs shall publicize such  
2202 job fair on the Internet web site of the Department of Veterans Affairs  
2203 and shall include information about such job fair in the biweekly  
2204 electronic mail newsletter described in subdivision (1) of subsection (c)  
2205 of section 36 of this act.

2206 Sec. 39. Section 14-11k of the 2026 supplement to the general statutes  
2207 is repealed and the following is substituted in lieu thereof (*Effective*  
2208 *October 1, 2026*):

2209 (a) As used in this section, "veteran" means a veteran, as defined in  
2210 section 14-36h, who has verification from the Department of Veteran  
2211 Affairs that such person or member is a veteran.

2212 (b) Notwithstanding the provisions of subsection (a) of section 1-1h,  
2213 subsection (a) of section 14-41 and subsection (a) of section 14-50a  
2214 concerning fees, the Commissioner of Motor Vehicles shall waive the fee  
2215 for a motor vehicle operator's license or an identity card renewal or  
2216 duplication for any applicant who is a veteran while attending [a one-  
2217 day event that offers services, supplies or assistance to veterans and is  
2218 hosted by the Department of Veteran Affairs] a Stand Down event  
2219 described in subsection (a) of section 38 of this act. For any such renewal  
2220 application made earlier than six months prior to the date on which an  
2221 applicant's motor vehicle operator's license or identity card expires, the  
2222 commissioner shall issue to such applicant a voucher entitling such  
2223 applicant to renewal of such applicant's motor vehicle operator's license  
2224 or identity card, free of charge, during such six-month period.

2225 Sec. 40. (*Effective from passage*) (a) Not later than August 1, 2026, the  
2226 Commissioner of Economic and Community Development shall consult  
2227 with the Labor Commissioner, the Commissioner of Veterans Affairs  
2228 and any other official, organization or entity the Commissioner of  
2229 Economic and Community Development deems appropriate for the  
2230 purpose of developing legislative recommendations for promoting  
2231 employment in the state of current and former members of the armed  
2232 forces, including members of any reserve component thereof, and of the  
2233 National Guard. In developing such legislative recommendations, the  
2234 Commissioner of Economic and Community Development may  
2235 examine the efficacy of various incentives, including, but not limited to,  
2236 tax credits, wage subsidies and reimbursements for training.

2237 (b) Not later than January 15, 2027, the Commissioner of Economic  
2238 and Community Development shall submit a report containing the  
2239 legislative recommendations developed pursuant to subsection (a) of  
2240 this section to the joint standing committees of the General Assembly  
2241 having cognizance of matters relating to labor, veterans and military  
2242 affairs and commerce, in accordance with the provisions of section 11-  
2243 4a of the general statutes.

2244 Sec. 41. Section 31-13a of the general statutes is repealed and the

2245 following is substituted in lieu thereof (*Effective October 1, 2026*):

2246 (a) [With] Subject to the provisions of subsection (c) of this section,  
2247 with each wage payment each employer shall furnish to each employee,  
2248 in writing or, with the employee's explicit consent, electronically, a  
2249 record of hours worked, the gross earnings showing straight time and  
2250 overtime as separate entries, itemized deductions and net earnings,  
2251 except that the furnishing of a record of hours worked and the  
2252 separation of straight time and overtime earnings shall not apply in the  
2253 case of any employee with respect to whom the employer is specifically  
2254 exempt from the keeping of time records and the payment of overtime  
2255 under the Connecticut Minimum Wage Act or the Fair Labor Standards  
2256 Act.

2257 (b) If the record of hours is furnished electronically pursuant to  
2258 subsection (a) of this section, the employer shall provide a means for  
2259 each employee to securely, privately and conveniently access and print  
2260 such record. The employer shall incorporate reasonable safeguards  
2261 regarding any information contained in the record furnished  
2262 electronically pursuant to subsection (a) of this section to protect the  
2263 confidentiality of an employee's personal information.

2264 (c) (1) For purposes of this subsection, "employer" means a person  
2265 engaged in any activity, enterprise or business who employs one  
2266 hundred or more employees, including the state and any political  
2267 subdivision thereof.

2268 (2) Each employer shall create a guide for pay codes for overtime and  
2269 the employer's most commonly used pay differentials, which may  
2270 include shift differentials, on-call pay, hazard pay, call-back pay,  
2271 holiday or weekend pay or geographical pay differentials used by the  
2272 employer in such records furnished pursuant to subsection (a) of this  
2273 section. Each such guide shall, if applicable, be posted on the employer's  
2274 Internet web site in English, Spanish and the other most common  
2275 languages spoken by employees of the employer and include contact  
2276 information of the designated office or individual who will handle

2277 employee disputes regarding calculations of hours and pay  
2278 differentials. An employer shall update such guide each time a new pay  
2279 code used for overtime or any pay differentials is added by the  
2280 employer.

2281 (3) An employer shall (A) provide the Internet web site address to  
2282 such guide required pursuant to subdivision (2) of this subsection to an  
2283 employee upon hire, and (B) include the Internet web site address to  
2284 such guide on each record of hours furnished to an employee pursuant  
2285 to subsection (a) of this section. An employer may comply with the  
2286 provisions of this subdivision by providing a written copy of such guide  
2287 to an employee upon hire in English and the primary language of such  
2288 employee.

2289 (4) An employer shall be deemed in compliance with the provisions  
2290 of this subsection if such employer uses a third-party payroll services  
2291 company that provides a guide for the pay codes that satisfies the  
2292 provision of subdivision (2) of this subsection.

2293 (5) Nothing in this subsection shall be construed to require an  
2294 employer to (A) establish and maintain an Internet web site if such  
2295 employer does not currently maintain an Internet web site, or (B)  
2296 establish new pay codes in order to satisfy the provisions of this section.

2297 Sec. 42. (NEW) (*Effective from passage*) The State Fire Administrator  
2298 shall establish and administer a grant program for the purposes of  
2299 providing grants-in-aid to junior firefighter programs administered by  
2300 volunteer fire departments. The State Fire Administrator shall post in a  
2301 conspicuous place on the Division of Fire Services within the  
2302 Department of Emergency Services and Public Protection's Internet web  
2303 site a description of the grant program, including, but not limited to,  
2304 eligibility criteria and the application process for the program. A  
2305 volunteer fire department shall apply for such grants for its junior  
2306 firefighter program on such forms and in such manner as determined  
2307 by the State Fire Administrator.

2308 Sec. 43. Subsection (e) of section 31-58 of the general statutes is  
2309 repealed and the following is substituted in lieu thereof (*Effective October*  
2310 *1, 2026*):

2311 (e) "Employee" means any individual employed or permitted to work  
2312 by an employer but shall not include any individual employed in camps  
2313 or resorts which are open no more than six months of the year or in  
2314 domestic service in or about a private home, except any individual in  
2315 domestic service employment as defined in the regulations of the federal  
2316 Fair Labor Standards Act, or an individual employed in a bona fide  
2317 executive, administrative or professional capacity as defined in the  
2318 regulations of the Labor Commissioner or an individual employed by  
2319 the federal government, or any individual engaged in the activities of  
2320 an educational, charitable, religious, scientific, historical, literary or  
2321 nonprofit organization where the employer-employee relationship does  
2322 not, in fact, exist or where the services rendered to such organizations  
2323 are on a voluntary basis, or any individual employed as a head resident  
2324 or resident assistant by a college or university, or any individual  
2325 engaged in baby sitting, or an outside salesman as defined in the  
2326 regulations of the federal Fair Labor Standards Act, or any individual  
2327 employed by a nonprofit theater, provided such theater does not  
2328 operate for more than seven months in any calendar year, or a member  
2329 of the armed forces of the state performing military duty, as such terms  
2330 are defined in section 27-61, or any individual who has entered into a  
2331 contract to play minor league baseball and is compensated pursuant to  
2332 the terms of a collective bargaining agreement;

2333 Sec. 44. (NEW) (*Effective from passage*) (a) Not later than July 1, 2027,  
2334 the president of The University of Connecticut shall establish a  
2335 recruitment and retention program for The University of Connecticut  
2336 special police forces and fire department to address critical staffing  
2337 shortages and high resignation rates. As part of such program, the  
2338 president of The University of Connecticut shall develop: (1) Salary  
2339 schedules for all sworn members of the university's special police forces  
2340 and all members of the fire department, and (2) an education benefit to

2341 reward such members' long-term commitment and acquisition of  
2342 institutional knowledge critical to higher education and hospital  
2343 environments.

2344 (b) (1) The salary schedules described in subdivision (1) of subsection  
2345 (a) of this section shall: (A) Align the compensation rates of the sworn  
2346 members of the university's special police forces and the members of the  
2347 fire department with the compensation rates of members of comparable  
2348 municipal and state law enforcement and fire service agencies to  
2349 eliminate any pay disparities between the members of such agencies  
2350 and the sworn members of the university's special police forces and the  
2351 members of the fire department, and (B) eliminate any significant step  
2352 overlaps between ranks to ensure that supervisors do not earn less than  
2353 the personnel they supervise.

2354 (2) The president shall provide the salary schedules developed  
2355 pursuant to subdivision (1) of this subsection to the Office of Labor  
2356 Relations and the collective bargaining unit representing the sworn  
2357 members of the university's special police forces and the members of the  
2358 fire department. Such salary schedules: (A) Shall be a mandatory subject  
2359 of the negotiations between the Office of Labor Relations and such  
2360 collective bargaining unit (i) relating to salary, including, but not limited  
2361 to, any wage reopener, and (ii) next occurring after the president has  
2362 provided such salary schedules to said office and the collective  
2363 bargaining unit, and (B) may be a subject of any negotiations between  
2364 the Office of Labor Relations and such collective bargaining unit  
2365 occurring after the president has provided such salary schedules to said  
2366 office and the collective bargaining unit, but before the negotiations  
2367 described in subparagraph (A) of this subdivision, by mutual agreement  
2368 of said office and such bargaining unit.

2369 (c) (1) The president of The University of Connecticut shall develop  
2370 the parameters of the education benefit described in subdivision (2) of  
2371 subsection (a) of this section. Such parameters: (A) May include, but  
2372 need not be limited to, tuition reimbursement or university fee waivers,  
2373 and (B) shall (i) include, but need not be limited to, the required years

2374 of service for eligibility, and (ii) allow dependents of the sworn members  
2375 of the university's special police forces and the members of the fire  
2376 department to be eligible for such education benefit, under terms and  
2377 conditions established by the president.

2378 (2) The president shall provide a written description of the  
2379 parameters of the education benefit developed pursuant to subdivision  
2380 (1) of this subsection to The University of Connecticut Board of Trustees  
2381 for approval. Notwithstanding the provisions of any applicable  
2382 collective bargaining agreement or chapter 68 of the general statutes,  
2383 upon approval by the board, the education benefit shall be implemented  
2384 without modification.

2385 Sec. 45. (NEW) (*Effective from passage*) Not later than January 1, 2027,  
2386 and annually thereafter, the president of The University of Connecticut  
2387 shall submit a report, in accordance with the provisions of section 11-4a  
2388 of the general statutes, on the recruitment and retention status of the  
2389 university's special police forces and fire department to the joint  
2390 standing committees of the General Assembly having cognizance of  
2391 matters relating to public safety and security and higher education and  
2392 employment advancement and to the Board of Trustees of The  
2393 University of Connecticut. Such report shall include, but need not be  
2394 limited to, for both the special police forces and the fire department: (1)  
2395 The total number of authorized positions compared to filled positions,  
2396 including a breakdown of any vacancies due to unfilled positions,  
2397 personnel being in academy training or field training or personnel being  
2398 on administrative, military or medical leave, (2) the total number of any  
2399 resignations, retirements and terminations that occurred during the  
2400 preceding year, including the average seniority of departing personnel,  
2401 (3) a detailed assessment of the forces' or department's ability to provide  
2402 mandated coverage at all applicable campuses and facilities, and (4) an  
2403 analysis of the financial impact of any costs incurred to train and recruit  
2404 personnel who resign within five years of being hired.

2405 Sec. 46. Subsection (d) of section 10a-156b of the general statutes is  
2406 repealed and the following is substituted in lieu thereof (*Effective from*

2407 *passage*):

2408 (d) [The] Notwithstanding the provisions of chapter 68, the president  
2409 of The University of Connecticut shall establish classifications for the  
2410 special police forces positions for The University of Connecticut at Storrs  
2411 and its several campuses, including The University of Connecticut  
2412 Health Center in Farmington, using objective job-related criteria,  
2413 including, but not limited to: (1) Knowledge and skill required to carry  
2414 out the duties of each position, including the skill required (A) in high-  
2415 density campus environments, (B) to provide student-focused  
2416 community outreach services, and (C) to provide specialized emergency  
2417 services within The University of Connecticut Health Center in  
2418 Farmington, (2) mental and physical effort required to carry out the  
2419 duties of each position, [and] (3) the level of accountability assigned to  
2420 each position, and (4) the responsibilities associated with exercising  
2421 jurisdiction at multiple campuses throughout the state. The president  
2422 shall establish and administer all necessary examinations for such  
2423 special police forces.

2424 Sec. 47. (NEW) (*Effective July 1, 2027*) (a) As used in this section and  
2425 sections 48 to 50, inclusive, of this act:

2426 (1) "Public utility pole" means a pole, including a portion of a pole,  
2427 owned by a telephone company or an electric distribution company that  
2428 is used to support wires for (A) the distribution of electricity, (B)  
2429 telecommunications services, as defined in section 16-247a of the  
2430 general statutes, or (C) the lighting of streets or sidewalks;

2431 (2) "Double utility poles" means a replacement public utility pole  
2432 built or installed alongside, or attached to, an existing public utility pole,  
2433 or a portion of an existing public utility pole, for the purpose of  
2434 transferring the wires from the existing utility pole to the replacement  
2435 utility pole, provided the existing public utility pole, including any  
2436 portion of such utility pole, has not been removed after the installation  
2437 of the replacement utility pole;

2438 (3) "Utility pole custodian" means the electric distribution company  
2439 or telephone company with a duty to maintain a public utility pole;

2440 (4) "User" means any person or entity that is not the owner of a public  
2441 utility pole who maintains equipment of any sort on such pole, except  
2442 when a public utility pole is owned by more than one person or entity,  
2443 the person or entity that is a partial owner of such pole and that is not  
2444 performing the removal or replacement work shall be considered a  
2445 "user" for the purposes of this section and section 48 of this act. "User"  
2446 does not include any municipality or political subdivision of the state;

2447 (5) "Electric distribution company" has the same meaning as  
2448 provided in section 16-1 of the general statutes;

2449 (6) "Telephone company" has the same meaning as provided in  
2450 section 16-1 of the general statutes; and

2451 (7) "Complex transfer" means work to transfer a public utility pole  
2452 attachment that would be reasonably likely to cause a service outage or  
2453 damage to any other such attachments, including work such as splicing  
2454 a communication attachment or relocating existing wireless  
2455 attachments. Any transfer involving mobile, fixed, and point-to-point  
2456 wireless communications and attachments owned by wireless Internet  
2457 service providers shall be deemed a complex transfer.

2458 (b) A utility pole custodian, or the custodian's agent, shall deliver  
2459 notice of any removal and replacement work concerning such utility  
2460 pole to each user of such utility pole not more than seventy-two hours  
2461 (1) after starting any such work if such work is planned, or (2) after such  
2462 work is completed if such work was unplanned and necessary to correct  
2463 a hazardous condition on an emergency basis. Such notice shall describe  
2464 the location of the public utility pole, the nature of the work completed  
2465 or to be completed, the date upon which such work was completed or is  
2466 to be completed and the delivery date of such notice. Such notice shall  
2467 be delivered to each user of the public utility pole by electronic means.

2468 (c) Except as provided in section 49 of this act, each user of a public

2469 utility pole that receives notice of work pursuant to subsection (b) of this  
2470 section shall transfer its equipment from the existing public utility pole  
2471 to the replacement public utility pole not later than (1) twenty days after  
2472 receiving such notice if such notice requires the transfer of equipment  
2473 from fifty or fewer public utility poles, or (2) forty-five days after  
2474 receiving such notice if such notice requires the transfer of equipment  
2475 from greater than fifty public utility poles. Upon the completion of the  
2476 work to transfer equipment pursuant to this subsection, the user shall  
2477 provide notice by electronic means to the utility pole custodian that such  
2478 work has been completed.

2479 (d) Except as provided in section 49 of this act, if a user fails to  
2480 complete the work required to transfer the user's equipment in the time  
2481 required under subsection (c) of this section, the utility pole custodian,  
2482 or such custodian's agent, may complete such work on the user's behalf.  
2483 The such custodian or such custodian's agent may submit a bill to such  
2484 user based on the prevailing rate of wages established pursuant to  
2485 section 31-53 of the general statutes, as amended by this act, for any such  
2486 work completed on behalf of such user. Such user shall pay such bill not  
2487 later than sixty days after receipt.

2488 (e) (1) Except as provided in subdivision (2) of this subsection, a user  
2489 that fails to transfer the user's equipment to a replacement public utility  
2490 pole in compliance with subsection (c) of this section or fails to pay a bill  
2491 submitted to such user pursuant to subsection (d) of this section within  
2492 sixty days of receipt shall be in violation of this section. The Public  
2493 Utilities Regulatory Authority may impose, by order of the authority, a  
2494 civil penalty not to exceed one hundred dollars for each violation of  
2495 subsection (c) of this section, and in the case of a continued violation,  
2496 each day thereof shall be deemed a separate violation. The authority  
2497 shall impose any such civil penalty in accordance with the procedure  
2498 established in section 16-41 of the general statutes.

2499 (2) The authority shall impose no penalty on a user or a utility pole  
2500 custodian pursuant to this subsection if (A) the user of a public utility  
2501 pole or the utility pole custodian was prevented from completing the

2502 transfer of such user's equipment due solely to a municipality's failure  
2503 to timely remove or transfer any equipment owned by such  
2504 municipality or a political subdivision of the municipality, (B) a utility  
2505 pole custodian, or such custodian's agent, fails to complete any work  
2506 required to transfer such user's equipment pursuant to subsection (d) of  
2507 this section, or (C) the user or the utility pole custodian can demonstrate  
2508 good cause to the authority why such user failed to timely complete  
2509 such transfer, including, but not limited to, the presence of an  
2510 unidentified attachment to a public utility pole, a significant weather  
2511 event that precludes or delays the timely completion of required work,  
2512 the existence of a declared emergency in the state or if the transfer is a  
2513 complex transfer. If the authority finds the user has demonstrated good  
2514 cause pursuant to subparagraph (C) of this subdivision, the authority  
2515 shall issue a written decision that articulates the basis for such finding.

2516 (f) (1) An electric distribution company or telephone company that  
2517 removes a public utility pole, including any portion of such a utility  
2518 pole, and installs a replacement public utility pole shall complete the  
2519 transfer of any wires or equipment owned by the electric distribution  
2520 company or telephone company not later than forty-five days after such  
2521 company receives notice of work pursuant to subsection (b) of this  
2522 section.

2523 (2) An electric distribution company or telephone company that fails  
2524 to comply with subdivision (1) of this subsection shall be in violation of  
2525 this section. The Public Utilities Regulatory Authority may impose, by  
2526 order of the authority, a civil penalty not to exceed one hundred dollars  
2527 for each violation of this subsection, and in the case of a continued  
2528 violation, each day thereof shall be deemed a separate violation. The  
2529 authority shall impose any such civil penalty in accordance with the  
2530 procedure established in section 16-41 of the general statutes.

2531 (g) The Public Utilities Regulatory Authority shall remit the amount  
2532 of any civil penalty collected pursuant to this section or section 48 of this  
2533 act to the Commissioner of Social Services for the purpose of providing  
2534 funding for the Connecticut energy assistance program administered by

2535 the commissioner pursuant to section 17b-2 of the general statutes.

2536 (h) The Public Utilities Regulatory Authority may adopt regulations,  
2537 in accordance with chapter 54 of the general statutes, to implement the  
2538 provisions of this section and section 48 of this act.

2539 Sec. 48. (NEW) (*Effective July 1, 2027*) (a) On and after July 1, 2027, and  
2540 not less than every six months thereafter, each utility pole custodian  
2541 shall compile a list of any users who have failed to complete work  
2542 required to transfer the user's equipment in compliance with subsection  
2543 (c) of section 47 of this act. Each utility pole custodian shall submit such  
2544 list to the Public Utilities Regulatory Authority.

2545 (b) On and after October 1, 2027, and not less than every six months  
2546 thereafter, based on any list submitted pursuant to subsection (a) of this  
2547 section, the Public Utilities Regulatory Authority shall post on the  
2548 Internet web site of the authority a list of users with an aggregate  
2549 number of public utility pole attachments for which the user has not yet  
2550 completed a transfer as required pursuant to subsection (c) of section 47  
2551 of this act that is three per cent or greater of the total number of public  
2552 utility poles to which the user has an attachment in the state.

2553 (c) Any user identified in a list compiled pursuant to subsection (b)  
2554 of this section shall provide the authority with a written explanation of  
2555 why such user has failed to comply with the provisions of subsection (c)  
2556 of section 47 of this act.

2557 (d) Not later than January 1, 2029, each electric distribution company  
2558 and telephone company shall undertake any work required pursuant to  
2559 section 47 of this act to eliminate double utility poles in existence on  
2560 January 1, 2027. Any such company that fails to perform the work  
2561 required to eliminate such double utility poles on or before January 1,  
2562 2029, shall be in violation of this section. The Public Utilities Regulatory  
2563 Authority may impose, by order of the authority, a civil penalty not to  
2564 exceed one hundred dollars for each violation of this section, and in the  
2565 case of a continued violation, each day thereof shall be deemed a

2566 separate violation. The authority shall impose any such civil penalty in  
2567 accordance with the procedure established in section 16-41 of the  
2568 general statutes.

2569 Sec. 49. (NEW) (*Effective July 1, 2027*) A user shall be exempt from the  
2570 provisions of subsections (c) and (d) of section 47 of this act and  
2571 subsections (c) and (d) of section 48 of this act if the user is not identified  
2572 on the list published by the Public Utilities Regulatory Authority  
2573 pursuant to subsection (b) of section 48 of this act.

2574 Sec. 50. (NEW) (*Effective October 1, 2026*) Not later than December 1,  
2575 2026, the Public Utilities Regulatory Authority shall initiate a docket for  
2576 the purpose of developing a recommended damage liability clause that  
2577 shall be adopted by any public utility pole custodian in any contract or  
2578 other agreement with a user of such pole. The damage liability clause  
2579 shall address scenarios in which, in the process of transferring an  
2580 attachment or equipment from one such pole to another such pole, a  
2581 user damages an attachment or other equipment of another user of such  
2582 pole. Such damage liability clause shall establish a mechanism for  
2583 reimbursement for damages in an amount less than one hundred  
2584 thousand dollars and the submission to the authority for resolution of  
2585 damages in the amount of one hundred thousand dollars or greater.

2586 Sec. 51. (*Effective October 1, 2026*) The Labor Commissioner and the  
2587 Chief Manufacturing Officer, in consultation with the Commissioner of  
2588 Veterans Affairs, shall, within available appropriations, post  
2589 information on the Internet web sites of the Labor Department and the  
2590 Office of Manufacturing concerning benefits and services available to  
2591 veterans, as defined in section 27-103 of the general statutes, in the state.  
2592 Such information shall be in a form available for downloading by an  
2593 employer to display at such employer's place of business.

2594 Sec. 52. (NEW) (*Effective October 1, 2026*) The Commissioner of  
2595 Administrative Services, in consultation with the Commissioner of  
2596 Emergency Services and Public Protection and the State Fire  
2597 Administrator, shall establish a job classification for part-time fire

2598 service instructors within the Division of Fire Services Administration  
2599 within the Department of Emergency Services and Public Protection.

2600 Sec. 53. (*Effective from passage*) The Comptroller shall conduct a study  
2601 of health insurance coverage for retired police officers and firefighters  
2602 in the state. Such study shall include, but need not be limited to, an  
2603 assessment of any gaps in, or lack of, health insurance coverage, or  
2604 diminished health insurance coverage for police officers and firefighters  
2605 in the state who are no longer employed as police officers or firefighters  
2606 due to normal retirement or early retirement as a result of any illness or  
2607 injury. Not later than January 1, 2027, the Comptroller shall submit a  
2608 report, in accordance with the provisions of section 11-4a of the general  
2609 statutes, to the joint standing committee of the General Assembly  
2610 having cognizance of matters relating to labor and public employees on  
2611 the findings of such study. For purposes of this section, "police officer"  
2612 has the same meaning as provided in section 7-294a of the general  
2613 statutes and "firefighter" has the same meaning as provided in section  
2614 7-313g of the general statutes.

2615 Sec. 54. (NEW) (*Effective July 1, 2026*) (a) For purposes of this section,  
2616 "reasonable assurance" means:

2617 (1) An offer of employment to an individual for the following school  
2618 year, whether written, oral or implied, provided such offer: (A) Was  
2619 made by an employee of a local or regional board of education, regional  
2620 educational service center, governing authority for a state charter school  
2621 or an endowed or incorporated academy approved by the State Board  
2622 of Education pursuant to section 10-34 of the general statutes, who has  
2623 authority to make such offer; (B) is for services in the same capacity as  
2624 the individual provided in the prior school year; (C) provides wages or  
2625 a salary in an amount not less than ninety per cent of the amount paid  
2626 to such individual, in the aggregate, by every educational institution for  
2627 which such individual worked during the prior school year; and (D) is  
2628 not contingent on factors within the control of such board of education,  
2629 regional educational service center, governing authority or endowed or  
2630 incorporated academy, including, but not limited to, course

2631 programming, allocation of available funding, program modifications  
2632 or facility availability; and

2633 (2) It is highly probable that such individual will provide services in  
2634 the same capacity during the following school year based on the totality  
2635 of circumstances of the case, including, but not limited to, availability of  
2636 funding, past enrollment levels, the individual's level of seniority and  
2637 the nature of the contingencies on the offer.

2638 (b) Not later than ten days before the last day of regular school  
2639 sessions, each local or regional board of education, regional educational  
2640 service center, governing authority for a state charter school or an  
2641 endowed or incorporated academy approved by the State Board of  
2642 Education pursuant to section 10-34 of the general statutes in the state  
2643 shall submit to the Labor Department, in the form and manner  
2644 prescribed by the Labor Commissioner: (1) A list of each individual who  
2645 (A) was employed as a paraeducator for such board of education,  
2646 regional educational service center, governing authority or endowed or  
2647 incorporated academy, and (B) does not have a reasonable assurance of  
2648 providing such services in the same capacity the following school year,  
2649 including such individual's name and Social Security number, and (2) a  
2650 list of each individual who (A) was employed as a paraeducator for such  
2651 board of education, regional educational service center, governing  
2652 authority or endowed or incorporated academy, and (B) has a  
2653 reasonable assurance of providing such services in the same capacity  
2654 during the following school year or during the period following a school  
2655 holiday or school vacation, including a description of the manner in  
2656 which such reasonable assurance was provided to such individual,  
2657 including, but not limited to, whether an offer was made in writing,  
2658 orally or implied, the nature of any contingencies in the offer and the  
2659 information about the offer communicated to the individual.

2660 (c) The information required pursuant to subsection (b) of this section  
2661 may be considered by the Labor Commissioner for purposes of  
2662 determining eligibility for benefits pursuant to chapter 567 of the  
2663 general statutes, provided such information shall not be conclusive

2664 evidence of reasonable assurance in any case.

2665 Sec. 55. Section 10-155k of the general statutes is repealed and the  
2666 following is substituted in lieu thereof (*Effective July 1, 2026*):

2667 On and after July 1, 2013, the Commissioner of Education shall  
2668 establish a School Paraprofessional Advisory Council, which on and  
2669 after July 1, 2021, shall be known as the School Paraeducator Advisory  
2670 Council, consisting of (1) [one paraeducator] five paraeducators from  
2671 [each] state-wide bargaining representative [organization]  
2672 organizations that [represents] represent paraeducators with  
2673 instructional responsibilities nominated by the Connecticut AFL-CIO,  
2674 (2) one representative from each of the exclusive bargaining units for  
2675 certified employees, chosen pursuant to section 10-153b, (3) the most  
2676 recent recipient of the Connecticut Paraeducator of the Year Award, (4)  
2677 two representatives from the regional educational service centers,  
2678 appointed by the Commissioner of Education, and (5) a school  
2679 administrator, appointed by the Connecticut Federation of School  
2680 Administrators. The council shall hold quarterly meetings and advise,  
2681 at least quarterly, the Commissioner of Education, or the  
2682 commissioner's designee, of the needs for (A) professional development  
2683 and the training of paraeducators and the effectiveness of the content  
2684 and the delivery of existing training for such paraeducators, (B)  
2685 appropriate staffing strategies for paraeducators, and (C) consideration  
2686 of other relevant issues relating to paraeducators. The council shall  
2687 report, annually, in accordance with the provisions of section 11-4a, on  
2688 the recommendations given to the commissioner, or the commissioner's  
2689 designee, pursuant to the provisions of this section, to the joint standing  
2690 committee of the General Assembly having cognizance of matters  
2691 relating to education.

2692 Sec. 56. Subsection (e) of section 29-4 of the general statutes is  
2693 repealed and the following is substituted in lieu thereof (*Effective from*  
2694 *passage*):

2695 (e) [Salaries] (1) Except as provided in an agreement executed

2696 pursuant to subdivision (2) of this section, salaries of the members of the  
2697 Division of State Police within the Department of Emergency Services  
2698 and Public Protection shall be fixed by the Commissioner of  
2699 Administrative Services as provided in section 4-40. State police  
2700 personnel may be promoted, demoted, suspended or removed by the  
2701 commissioner, but no final dismissal from the service shall be ordered  
2702 until a hearing has been had before the Commissioner of Emergency  
2703 Services and Public Protection on charges preferred against such officer.  
2704 Each state police officer shall, before entering upon such officer's duties,  
2705 be sworn to the faithful performance of such duties. The Commissioner  
2706 of Emergency Services and Public Protection shall designate an  
2707 adequate patrol force for motor patrol work exclusively.

2708 (2) For any sworn member of the Division of State Police within the  
2709 Department of Emergency Services and Public Protection assigned to a  
2710 highway construction project administered by the Department of  
2711 Transportation, such sworn member shall be paid at a rate established  
2712 pursuant to an agreement executed between the Commissioner of  
2713 Emergency Services and Public Protection and the Commissioner of  
2714 Transportation on or after the effective date of this section.

2715 Sec. 57. Section 31-53 of the 2026 supplement to the general statutes  
2716 is repealed and the following is substituted in lieu thereof (*Effective*  
2717 *October 1, 2026*):

2718 (a) Each contract for the construction, remodeling, refinishing,  
2719 refurbishing, rehabilitation, alteration or repair of any public works  
2720 project by the state or any of its agents, or by any political subdivision  
2721 of the state or any of its agents, including, on and after July 1, 2025, each  
2722 contract for off-site custom fabrication for any such public works  
2723 project, shall contain the following provision: "The wages paid on an  
2724 hourly basis to any person performing the work of any mechanic,  
2725 laborer or worker on the work herein contracted to be done and the  
2726 amount of payment or contribution paid or payable on behalf of each  
2727 such person to any employee welfare fund, as defined in subsection (i)  
2728 of this section, shall be at a rate equal to the rate customary or prevailing

2729 for the same work in the same trade or occupation in the town in which  
2730 such public works project is being constructed. Any contractor who is  
2731 not obligated by agreement to make payment or contribution on behalf  
2732 of such persons to any such employee welfare fund shall pay to each  
2733 mechanic, laborer or worker as part of such person's wages the amount  
2734 of payment or contribution for such person's classification on each pay  
2735 day." For purposes of this subsection, "off-site custom fabrication"  
2736 means the fabrication of mechanical systems that are fabricated at a site  
2737 located within the state other than the location of a public works project,  
2738 but are fabricated specifically for such public works project, including  
2739 plumbing systems, heating systems, cooling systems, pipefitting  
2740 systems, ventilation systems or exhaust duct systems. "Off-site custom  
2741 fabrication" does not include components or materials that are stock  
2742 shelf items or readily available.

2743 (b) If the commissioner, upon inspection or investigation of a  
2744 complaint, believes that a contractor or subcontractor has knowingly or  
2745 wilfully employed any mechanic, laborer or worker in the construction,  
2746 remodeling, refinishing, refurbishing, rehabilitation, alteration or repair  
2747 of any public works project for or on behalf of the state or any of its  
2748 agents, or any political subdivision of the state or any of its agents, at a  
2749 rate of wage on an hourly basis that is less than the rate customary or  
2750 prevailing for the same work in the same trade or occupation in the town  
2751 in which such public works project is being constructed, remodeled,  
2752 refinished, refurbished, rehabilitated, altered or repaired, or who has  
2753 failed to pay the amount of payment or contributions paid or payable  
2754 on behalf of each such person to any employee welfare fund, or in lieu  
2755 thereof to the person, as provided by subsection (a) of this section, such  
2756 contractor or subcontractor shall be issued a citation and may be fined  
2757 five thousand dollars for each offense. The commissioner shall maintain  
2758 a list of any contractor or subcontractor that, during the three preceding  
2759 calendar years, violates this section or enters into a settlement with the  
2760 commissioner to resolve any claim brought by the commissioner  
2761 pursuant to this section. For each contractor or subcontractor placed on  
2762 such list, the commissioner shall record the following information: (1)

2763 The nature of the violation; (2) the total amount of wages and fringe  
2764 benefits making up the violation or agreed upon in any settlement with  
2765 the commissioner; and (3) the total amount of civil penalties and fines  
2766 agreed upon by the commissioner. The commissioner shall review the  
2767 list on the first day of May each year for the preceding rolling three-year  
2768 period and may refer for debarment any contractor or subcontractor that  
2769 committed a violation of this section during the rolling three-year  
2770 period. The commissioner shall refer for debarment any contractor or  
2771 subcontractor that entered into one or more settlement agreements with  
2772 the commissioner where the sum total of all settlements within such  
2773 period exceeds fifty thousand dollars in back wages or fringe benefits,  
2774 or entered into one or more settlement agreements with the  
2775 commissioner where the sum total of all settlements within such period  
2776 exceeds fifty thousand dollars in civil penalties or fines agreed upon by  
2777 the commissioner. Any contractor or subcontractor the commissioner  
2778 refers for debarment may request a hearing before the commissioner.  
2779 Such hearing shall be conducted in accordance with the provisions of  
2780 chapter 54. In addition, if it is found by the contracting officer  
2781 representing the state or political subdivision of the state that any  
2782 mechanic, laborer or worker employed by the contractor or any  
2783 subcontractor directly on the site for the work covered by the contract  
2784 has been or is being paid a rate of wages less than the rate of wages  
2785 required by the contract to be paid as required by this section, the state  
2786 or contracting political subdivision of the state may (A) by written or  
2787 electronic notice to the contractor, terminate such contractor's right to  
2788 proceed with the work or such part of the work as to which there has  
2789 been a failure to pay said required wages and to prosecute the work to  
2790 completion by contract or otherwise, and the contractor and the  
2791 contractor's sureties shall be liable to the state or the contracting political  
2792 subdivision for any excess costs occasioned the state or the contracting  
2793 political subdivision thereby, or (B) withhold payment of money to the  
2794 contractor or subcontractor. The contracting department of the state or  
2795 the political subdivision of the state shall, not later than two days after  
2796 taking such action, notify the Labor Commissioner, in writing or  
2797 electronically, of the name of the contractor or subcontractor, the project

2798 involved, the location of the work, the violations involved, the date the  
2799 contract was terminated, and steps taken to collect the required wages.

2800 (c) The Labor Commissioner may make complaint to the proper  
2801 prosecuting authorities for the violation of any provision of subsection  
2802 (b) of this section.

2803 (d) For the purpose of predetermining the prevailing rate of wage on  
2804 an hourly basis and the amount of payment, contributions and member  
2805 benefits paid or payable on behalf of each person to any employee  
2806 welfare fund, as defined in subsection (i) of this section, in each town  
2807 where such contract is to be performed, the Labor Commissioner shall  
2808 adopt the rate of wages on an hourly basis in accordance with the  
2809 provisions of this section and section 31-76c, and the amount, at the  
2810 journeyman rate, of payment, contributions and member benefits,  
2811 including health, pension, annuity and apprenticeship funds, as  
2812 recognized by the United States Department of Labor and the Labor  
2813 Commissioner paid or payable on behalf of each person to any  
2814 employee welfare fund, as defined in subsection (i) of this section, as  
2815 established in the collective bargaining agreements or understandings  
2816 between employers or employer associations and bona fide labor  
2817 organizations for the same work in the same trade or occupation in the  
2818 town in which the applicable public works project, as defined in section  
2819 31-56a, is being constructed. For each trade or occupation for which  
2820 more than one collective bargaining agreement is in effect for the town  
2821 in which such project is being constructed, the collective bargaining  
2822 agreement of historical jurisdiction shall prevail. For each trade or  
2823 occupation for which there is no collective bargaining agreement in  
2824 effect for the town in which the public works project is being  
2825 constructed, the Labor Commissioner shall adopt and use such  
2826 appropriate and applicable prevailing wage rate determinations as have  
2827 been made by the Secretary of Labor of the United States under the  
2828 provisions of the Davis-Bacon Act, as amended.

2829 (e) The Labor Commissioner shall determine the prevailing rate of  
2830 wages on an hourly basis and the amount of payment or contributions

2831 paid or payable on behalf of such person to any employee welfare fund,  
2832 as defined in subsection (i) of this section, in each locality where any  
2833 such public work is to be constructed, and the agent empowered to let  
2834 such contract shall contact the Labor Commissioner, at least ten but not  
2835 more than twenty days prior to the date such contracts will be  
2836 advertised for bid, to ascertain the proper rate of wages and amount of  
2837 employee welfare fund payments or contributions and shall include  
2838 such rate of wage on an hourly basis and the amount of payment or  
2839 contributions paid or payable on behalf of each person to any employee  
2840 welfare fund, as defined in subsection (i) of this section, or in lieu thereof  
2841 the amount to be paid directly to each person for such payment or  
2842 contributions as provided in subsection (a) of this section for all  
2843 classifications of labor in the proposal for the contract. The rate of wage  
2844 on an hourly basis and the amount of payment or contributions to any  
2845 employee welfare fund, as defined in subsection (i) of this section, or  
2846 cash in lieu thereof, as provided in subsection (a) of this section, shall, at  
2847 all times, be considered as the minimum rate for the classification for  
2848 which it was established. Prior to the award of any contract, purchase  
2849 order, bid package or other designation subject to the provisions of this  
2850 section, such agent shall certify to the Labor Commissioner, either in  
2851 writing or electronically, the total dollar amount of work to be done in  
2852 connection with such public works project, regardless of whether such  
2853 project consists of one or more contracts. Upon the award of any  
2854 contract subject to the provisions of this section, the contractor to whom  
2855 such contract is awarded shall certify, under oath, to the Labor  
2856 Commissioner the pay scale to be used by such contractor and any of  
2857 the contractor's subcontractors for work to be performed under such  
2858 contract.

2859 (f) Each employer subject to the provisions of this section, section 31-  
2860 53c, subsection (f) of section 31-53d or section 31-54 shall (1) keep,  
2861 maintain and preserve such records relating to the wages and hours  
2862 worked by each person performing the work of any mechanic, laborer  
2863 and worker and a schedule of the occupation or work classification at  
2864 which each person performing the work of any mechanic, laborer or

2865 worker on the project is employed during each work day and week in  
2866 such manner and form as the Labor Commissioner establishes to assure  
2867 the proper payments due to such persons or employee welfare funds  
2868 under this section, section 31-53c, subsection (f) of section 31-53d or  
2869 section 31-54, regardless of any contractual relationship alleged to exist  
2870 between the contractor and such person, provided such employer shall  
2871 have the option of keeping, maintaining and preserving such records in  
2872 an electronic format, and (2) submit monthly to the contracting agency  
2873 or the Department of Economic and Community Development  
2874 pursuant to section 31-53c or to the developer of a covered project, as  
2875 defined in section 31-53d, as applicable, by mail, electronic mail or other  
2876 method accepted by such agency, the Department of Economic and  
2877 Community Development or such developer, a certified payroll that  
2878 shall consist of a complete copy of such records accompanied by a  
2879 statement signed by the employer that indicates (A) such records are  
2880 correct; (B) the rate of wages paid to each person performing the work  
2881 of any mechanic, laborer or worker and the amount of payment or  
2882 contributions paid or payable on behalf of each such person to any  
2883 employee welfare fund, as defined in subsection (i) of this section, are  
2884 not less than the prevailing rate of wages and the amount of payment or  
2885 contributions paid or payable on behalf of each such person to any  
2886 employee welfare fund, as determined by the Labor Commissioner  
2887 pursuant to subsection (d) of this section, and not less than those  
2888 required by the contract to be paid; (C) the employer has complied with  
2889 the applicable provisions of this section, section 31-53c, subsection (f) of  
2890 section 31-53d and section 31-54; (D) each such person is covered by a  
2891 workers' compensation insurance policy for the duration of such  
2892 person's employment, which shall be demonstrated by submitting to the  
2893 contracting agency the name of the workers' compensation insurance  
2894 carrier covering each such person, the effective and expiration dates of  
2895 each policy and each policy number; (E) the employer does not receive  
2896 kickbacks, as defined in 41 USC 52, from any employee or employee  
2897 welfare fund; and (F) pursuant to the provisions of section 53a-157a, the  
2898 employer is aware that filing a certified payroll which the employer  
2899 knows to be false is a class D felony for which the employer may be fined

2900 up to five thousand dollars, imprisoned for up to five years, or both.  
2901 This subsection shall not be construed to prohibit a general contractor  
2902 from relying on the certification of a lower tier subcontractor, provided  
2903 the general contractor shall not be exempted from the provisions of  
2904 section 53a-157a if the general contractor knowingly relies upon a  
2905 subcontractor's false certification. Notwithstanding the provisions of  
2906 section 1-210, the certified payroll shall be considered a public record  
2907 and every person shall have the right to inspect and copy such records  
2908 in accordance with the provisions of section 1-212. The provisions of  
2909 subsections (a) and (b) of section 31-59 and sections 31-66 and 31-69 that  
2910 are not inconsistent with the provisions of this section, section 31-53c or  
2911 31-54 apply to this section. Failing to file a certified payroll pursuant to  
2912 subdivision (2) of this subsection is a class D felony for which the  
2913 employer may be fined up to five thousand dollars, imprisoned for up  
2914 to five years, or both.

2915 (g) Any contractor who is required by the Labor Department to make  
2916 any payment as a result of a subcontractor's failure to pay wages or  
2917 benefits, or any subcontractor who is required by the Labor Department  
2918 to make any payment as a result of a lower tier subcontractor's failure  
2919 to pay wages or benefits, may bring a civil action in the Superior Court  
2920 to recover no more than the damages sustained by reason of making  
2921 such payment, together with costs and a reasonable attorney's fee.

2922 (h) (1) The provisions of this section shall not apply where (A) the  
2923 combined total cost or total bond authorization for all work to be  
2924 performed by all contractors and subcontractors in connection with new  
2925 construction of any public works project is less than one million dollars,  
2926 or (B) the combined total cost of all work to be performed by all  
2927 contractors and subcontractors in connection with any remodeling,  
2928 refinishing, refurbishing, rehabilitation, alteration or repair of any  
2929 public works project is less than one hundred thousand dollars.

2930 (2) On and after October 31, 2017, and prior to July 1, 2019, the  
2931 provisions of this subdivision shall not apply where the work to be  
2932 performed by any contractor or subcontractor in connection with new

2933 construction, remodeling, refinishing, refurbishing, rehabilitation,  
2934 alteration or repair of any public works project funded in whole or in  
2935 part by any private bequest that is greater than nine million dollars but  
2936 less than twelve million dollars for a municipality in New Haven  
2937 County with a population of not less than twelve thousand and not  
2938 more than thirteen thousand, as determined by the most recent  
2939 population estimate by the Department of Public Health.

2940 (3) On and after July 1, 2019, and prior to January 1, 2020, the  
2941 provisions of this subdivision shall not apply where the work to be  
2942 performed by any contractor or subcontractor in connection with new  
2943 construction, remodeling, refinishing, refurbishing, rehabilitation,  
2944 alteration or repair of any public works project funded in whole or in  
2945 part by any private bequest that is greater than nine million dollars but  
2946 less than twenty-two million dollars for a municipality in New Haven  
2947 County with a population of not less than twelve thousand and not  
2948 more than thirteen thousand, as determined by the most recent  
2949 population estimate by the Department of Public Health.

2950 (i) As used in this section and sections 31-53c and 31-54, "employee  
2951 welfare fund" means any trust fund established by one or more  
2952 employers and one or more labor organizations or one or more other  
2953 third parties not affiliated with the employers to provide from moneys  
2954 in the fund, whether through the purchase of insurance or annuity  
2955 contracts or otherwise, benefits under an employee welfare plan;  
2956 provided such term shall not include any such fund where the trustee,  
2957 or all of the trustees, are subject to supervision by the Banking  
2958 Commissioner of this state or any other state or the Comptroller of the  
2959 Currency of the United States or the Board of Governors of the Federal  
2960 Reserve System, and "benefits under an employee welfare plan" means  
2961 one or more benefits or services under any plan established or  
2962 maintained for persons performing the work of any mechanics, laborers  
2963 or workers or their families or dependents, or for both, including, but  
2964 not limited to, medical, surgical or hospital care benefits; benefits in the  
2965 event of sickness, accident, disability or death; benefits in the event of

2966 unemployment, or retirement benefits.

2967 (j) (1) Each employer subject to the provisions of this section, section  
2968 31-53c, subsection (f) of section 31-53d or section 31-54 shall complete a  
2969 daily record of each person performing the work of any mechanic,  
2970 laborer or worker at a work site. Such daily record shall include (A) the  
2971 name and location of the project, (B) the current date, (C) the printed  
2972 name, signature and, where applicable, trade license number of each  
2973 person performing the work of a mechanic, laborer or worker, and (D)  
2974 the arrival and departure time to the work site of each person  
2975 performing the work of a mechanic, laborer or worker.

2976 (2) An employer shall (A) keep, maintain and preserve such daily  
2977 records, and (B) submit such daily records weekly to the contracting  
2978 agency or the Department of Economic and Community Development,  
2979 pursuant to section 31-53c, or to the developer of a covered project, as  
2980 defined in section 31-53d, as applicable, by mail, electronic mail or other  
2981 method accepted by such agency, the Department of Economic and  
2982 Community Development or such developer.

2983 (3) Notwithstanding the provisions of section 1-210, the daily records  
2984 required pursuant to this subsection shall be considered a public record  
2985 and every person shall have the right to inspect and copy such daily log  
2986 or sign-in sheet in accordance with the provisions of section 1-212.

2987 (4) Failure to file the daily records required pursuant to this  
2988 subsection is a class C misdemeanor for which the employer may be  
2989 fined up to five hundred dollars, imprisoned for up to three months, or  
2990 both.

2991 Sec. 58. (NEW) (*Effective January 1, 2027*) (a) For the purposes of this  
2992 section and section 31-72 of the general statutes, as amended by this act:

2993 (1) "Construction contract" means any contract entered into on or  
2994 after January 1, 2027, for construction, renovation or rehabilitation in the  
2995 state, including any improvements to real property that are associated  
2996 with such construction, renovation or rehabilitation, or any subcontract

2997 for construction, renovation or rehabilitation between an owner and a  
2998 contractor, a contractor and a subcontractor or between a subcontractor  
2999 and another subcontractor. "Construction contract" does not include (A)  
3000 any public works or other contract entered into with any agency or  
3001 department in the state, another state or a federal agency or department,  
3002 or (B) a home improvement contract for (i) the construction, renovation  
3003 or rehabilitation of an owner-occupied residence or the property where  
3004 such residence is located, or (ii) the construction, renovation or  
3005 rehabilitation of a one-family or two-family dwelling unit or the  
3006 property where such dwelling unit is located, except when such contract  
3007 is for the construction of more than fifteen one-family or two-family  
3008 dwelling units at one project site;

3009 (2) "Contractor" means any individual, firm, partnership,  
3010 corporation, association, company, organization or other business  
3011 entity, including, but not limited to, a construction manager, general or  
3012 prime contractor, joint venture or any combination thereof that has a  
3013 direct contractual relationship with an owner;

3014 (3) "Employee" has the same meaning as provided in section 31-71a  
3015 of the general statutes;

3016 (4) "Owner" has the same meaning as provided in section 42-158i of  
3017 the general statutes;

3018 (5) "Retainage" has the same meaning as provided in section 42-158i  
3019 of the general statutes;

3020 (6) "Subcontractor" means any individual, firm, partnership,  
3021 corporation, association, company, organization or other business entity  
3022 or any combination thereof that (A) does not have a direct contractual  
3023 relationship with an owner, and (B) (i) is a party to a construction  
3024 contract with a contractor, (ii) is a party to a construction contract with  
3025 another subcontractor that has a direct contractual relationship with a  
3026 contractor, or (iii) performs any portion of work at any tier within the  
3027 scope of a construction contract regardless of whether such

3028 subcontractor has a direct contractual relationship with a contractor;  
3029 and

3030 (7) "Wages" has the same meaning as provided in section 31-71a of  
3031 the general statutes.

3032 (b) A contractor that enters into a construction contract shall be jointly  
3033 and severally liable for any unpaid wages due to an employee of a  
3034 subcontractor for such employee's performance of labor included within  
3035 the scope of the construction contract.

3036 (c) Nothing in this section shall prohibit a contractor from including  
3037 in any construction contract between such contractor and a  
3038 subcontractor a provision establishing a remedy for any liability created  
3039 by the nonpayment of wages by a subcontractor, including, but not  
3040 limited to, a provision providing that such liability can be paid from the  
3041 amount withheld for retainage under such contract, provided, for such  
3042 contracts entered into or renewed on and after January 1, 2027, such  
3043 provision does not diminish the right of an employee to bring an action  
3044 under section 31-72 of the general statutes, as amended by this act, and  
3045 does not waive or release any liability assigned to a contractor under  
3046 this section. No such provision in a contract entered into or renewed on  
3047 or after January 1, 2027, to waive or release liability assigned to the  
3048 contractor under this section shall be enforceable.

3049 Sec. 59. Section 31-72 of the general statutes is repealed and the  
3050 following is substituted in lieu thereof (*Effective January 1, 2027*):

3051 (a) When any employer fails to pay an employee wages in accordance  
3052 with the provisions of sections 31-71a to 31-71i, inclusive, or fails to  
3053 compensate an employee in accordance with section 31-76k or where an  
3054 employee or a labor organization representing an employee institutes  
3055 an action to enforce an arbitration award which requires an employer to  
3056 make an employee whole or to make payments to an employee welfare  
3057 fund, such employee or labor organization shall recover, in a civil action,  
3058 (1) twice the full amount of such wages, with costs and such reasonable

3059 attorney's fees as may be allowed by the court, or (2) if the employer  
3060 establishes that the employer had a good faith belief that the  
3061 underpayment of wages was in compliance with law, the full amount of  
3062 such wages or compensation, with costs and such reasonable attorney's  
3063 fees as may be allowed by the court. Any agreement between an  
3064 employee and his or her employer for payment of wages other than as  
3065 specified in said sections shall be no defense to such action. The Labor  
3066 Commissioner may collect the full amount of any such unpaid wages,  
3067 payments due to an employee welfare fund or such arbitration award,  
3068 as well as interest calculated in accordance with the provisions of section  
3069 31-265 from the date the wages or payment should have been received,  
3070 had payment been made in a timely manner. In addition, the Labor  
3071 Commissioner may bring any legal action necessary to recover twice the  
3072 full amount of unpaid wages, payments due to an employee welfare  
3073 fund or arbitration award, and the employer shall be required to pay the  
3074 costs and such reasonable attorney's fees as may be allowed by the court.  
3075 The commissioner shall distribute any wages, arbitration awards or  
3076 payments due to an employee welfare fund collected pursuant to this  
3077 section to the appropriate person.

3078 (b) When a subcontractor fails to pay an employee wages for labor  
3079 performed within the scope of a construction contract entered into on or  
3080 after January 1, 2027, the employee, or a labor organization representing  
3081 the employee, may bring a civil action under this section against either  
3082 the subcontractor, the contractor or both the subcontractor and  
3083 contractor. Not less than thirty days prior to bringing a civil action  
3084 under this section, if a contractor is a party in such action, an employee  
3085 shall provide notice of an alleged violation by the subcontractor to such  
3086 contractor. Such notice shall describe the general nature of the alleged  
3087 violation. No employee shall be required to provide notice pursuant to  
3088 this subsection if such employee has previously given notice to a  
3089 contractor of either the same violation or a prior violation by the same  
3090 subcontractor. Any notice provided to a contractor pursuant to this  
3091 subsection shall not limit the liability of the contractor or preclude  
3092 subsequent amendments of an action brought under this section to

3093 encompass additional employees employed by the subcontractor. For  
3094 purposes of this section, "construction contract", "contractor" and  
3095 "subcontractor" have the same meanings as provided in section 58 of this  
3096 act.

3097       Sec. 60. (NEW) (*Effective July 1, 2026*) (a) The Board of Trustees of The  
3098 University of Connecticut and the Board of Regents for Higher  
3099 Education shall jointly (1) not later than October 1, 2026, identify  
3100 qualities and best practices of an internship program that would qualify  
3101 such internship program as a high quality internship program, which  
3102 qualities shall include, but need not be limited to, not fewer than six of  
3103 the eight career readiness competencies established by the National  
3104 Association of Colleges and Employers, as determined by said boards,  
3105 and (2) not later than January 1, 2027, design a syllabus for an  
3106 asynchronous online training course for employers using the qualities  
3107 and best practices identified pursuant to subdivision (1) of this  
3108 subsection that would enable such employers to offer a high quality  
3109 internship program.

3110       (b) Each board shall post in a conspicuous location on its Internet web  
3111 site (1) the qualities and best practices identified pursuant to subdivision  
3112 (1) of subsection (a) of this section, and (2) a link to the Internet web site  
3113 by which an employer may register for the training course to offer high  
3114 quality internship programs pursuant to section 61 of this act.

3115       Sec. 61. (NEW) (*Effective January 1, 2027*) (a) Not later than July 1, 2027,  
3116 the Board of Regents for Higher Education shall develop and offer an  
3117 asynchronous online training course for employers to offer high quality  
3118 internship programs based on the syllabus designed pursuant to  
3119 subdivision (2) of subsection (a) of section 60 of this act. Such course  
3120 shall be offered through Charter Oak State College and may be subject  
3121 to a course enrollment fee, as prescribed by said college. Said college  
3122 shall award a credential, as prescribed by said college, to any employer  
3123 for the successful completion of such course.

3124       (b) Not later than July 1, 2028, and annually thereafter, the Board of

3125 Regents for Higher Education shall report, in accordance with the  
3126 provisions of section 11-4a of the general statutes, to the joint standing  
3127 committee of the General Assembly having cognizance of matters  
3128 relating to higher education regarding the number of employers in the  
3129 state who received a credential during the prior fiscal year for the  
3130 successful completion of the training course offered pursuant to  
3131 subsection (a) of this section.

3132       Sec. 62. (*Effective July 1, 2026*) Not later than January 1, 2027, each  
3133 institution of higher education in the state shall submit a report, in  
3134 accordance with the provisions of section 11-4a of the general statutes,  
3135 to the joint standing committee of the General Assembly having  
3136 cognizance of matters relating to higher education. Such report shall  
3137 include a description of each internship opportunity available to  
3138 students enrolled at such institution through such institution's career  
3139 services that shall include, but need not be limited to, the type of  
3140 employer that offers the internship, the quality measures the institution  
3141 utilizes to ensure that each internship provides a valuable experience to  
3142 students and any other relevant information.

3143       Sec. 63. (*Effective July 1, 2026*) (a) The Department of Administrative  
3144 Services shall conduct a survey of each state agency, except a constituent  
3145 unit of the state system of higher education, concerning the internship  
3146 programs offered by such state agency. Such survey shall include, but  
3147 need not be limited to, whether each internship that is available through  
3148 each internship program offered by each state agency (1) is paid, and (2)  
3149 meets the qualities and best practices, identified pursuant to subdivision  
3150 (1) of subsection (a) of section 60 of this act, of a high quality internship  
3151 program.

3152       (b) Not later than February 1, 2027, the Department of Administrative  
3153 Services shall submit, in accordance with the provisions of section 11-4a  
3154 of the general statutes, to the joint standing committee of the General  
3155 Assembly having cognizance of matters relating to higher education  
3156 and employment advancement a report on the results of the survey  
3157 conducted pursuant to subsection (a) of this section.

3158 Sec. 64. (*Effective October 1, 2026*) (a) The Department of Revenue  
3159 Services, in consultation with the Office of Policy Management, shall  
3160 study the expansion of the human capital investment tax credit  
3161 established pursuant to section 12-217x of the general statutes. Such  
3162 study shall include, but need not be limited to, the revenue impact from  
3163 (1) the expansion of the tax credit to include compensation paid to  
3164 interns by employers in the state who earned a credential from Charter  
3165 Oak State College for the successful completion of the training course  
3166 on high quality internship programs offered pursuant to the provisions  
3167 of section 61 of this act, and (2) the inclusion of an affected business  
3168 entity, as defined in section 12-284b of the general statutes, to receive  
3169 such tax credit solely for compensation paid to interns, and not any  
3170 other expense that qualifies as a human capital investment, as defined  
3171 in section 12-217x of the general statutes, if such affected business entity  
3172 receives such credential from Charter Oak State College.

3173 (b) Not later than January 1, 2028, the Department of Revenue  
3174 Services shall submit, in accordance with the provisions of section 11-4a  
3175 of the general statutes, to the joint standing committee of the General  
3176 Assembly having cognizance of matters relating to higher education  
3177 and employment advancement a report on the results of the study  
3178 conducted pursuant to the provisions of subsection (a) of this section.

3179 Sec. 65. (*Effective form passage*) Not later than July 1, 2027, the state  
3180 shall provide uninsured and underinsured motorist coverage under the  
3181 State Fleet Insurance Policy, with limits for bodily injury or death not  
3182 less than one million dollars, to employees of the Department of  
3183 Transportation for the protection of such employees who are legally  
3184 entitled to recover damages from owners or operators of uninsured  
3185 motor vehicles and underinsured motor vehicles because of a bodily  
3186 injury, including death resulting therefrom, arising out of or in the  
3187 course of such employee's employment when such employee is required  
3188 to be outside of a motor vehicle.

3189 Sec. 66. Section 12-81x of the general statutes is repealed and the  
3190 following is substituted in lieu thereof (*Effective October 1, 2026*):

3191 The legislative body of any municipality may establish, by ordinance,  
3192 a program to abate all or a portion of the property taxes due with respect  
3193 to real property owned and occupied as the principal residence of the  
3194 surviving spouse or domestic partner of a police officer, firefighter or  
3195 emergency medical technician who dies while in the performance of  
3196 such officer's, firefighter's or technician's duties. As used in this section,  
3197 "domestic partner" means an individual with whom a police officer,  
3198 firefighter or emergency medical technician maintained a domestic  
3199 partnership until such police officer, firefighter or emergency medical  
3200 technician's death, and "domestic partnership" means a partnership  
3201 between two individuals that (1) are eighteen years of age or older, (2)  
3202 are in a committed, intimate relationship with each other, (3) are not  
3203 married to anyone, (4) would not be prohibited from marrying each  
3204 other under the laws of the state, (5) reside together in a principal  
3205 residence, and (6) are each other's sole domestic partner. Any  
3206 municipality that establishes such a program may require a domestic  
3207 partner claiming such abatement to attest to the criteria described in  
3208 subdivisions (1) to (6), inclusive, of this section.

3209 Sec. 67. (*Effective from passage*) (a) There is established a working  
3210 group to review and make recommendations for legislation regarding  
3211 tax incentives and credits for volunteer firefighters in the state.

3212 (b) The working group shall consist of the following members:

3213 (1) One appointed by the speaker of the House of Representatives,  
3214 who shall be a member of the Connecticut State Firefighters Association;

3215 (2) One appointed by the president pro tempore of the Senate;

3216 (3) One appointed by the majority leader of the House of  
3217 Representatives;

3218 (4) One appointed by the majority leader of the Senate;

3219 (5) One appointed by the minority leader of the House of  
3220 Representatives;

- 3221 (6) One appointed by the minority leader of the Senate;
- 3222 (7) The State Fire Administrator, or the administrator's designee; and
- 3223 (8) The Commissioner of Revenue Services, or the commissioner's  
3224 designee.
- 3225 (c) Any member of the working group appointed under subdivision  
3226 (1), (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member  
3227 of the General Assembly.
- 3228 (d) All initial appointments to the working group shall be made not  
3229 later than thirty days after the effective date of this section. Any vacancy  
3230 shall be filled by the appointing authority.
- 3231 (e) The members appointed by the speaker of the House of  
3232 Representatives and president pro tempore of the Senate shall serve as  
3233 the chairpersons of the working group. Such chairpersons shall  
3234 schedule the first meeting of the task force, which shall be held not later  
3235 than sixty days after the effective date of this section.
- 3236 (f) The administrative staff of the joint standing committee of the  
3237 General Assembly having cognizance of matters relating to finance,  
3238 revenue and bonding shall serve as administrative staff of the working  
3239 group.
- 3240 (g) Not later than January 1, 2027, the task force shall submit a report  
3241 on its findings and recommendations to the joint standing committee of  
3242 the General Assembly having cognizance of matters relating to finance,  
3243 revenue and bonding, in accordance with the provisions of section 11-  
3244 4a of the general statutes. The task force shall terminate on the date that  
3245 it submits such report or January 1, 2027, whichever is later.
- 3246 Sec. 68. (NEW) (*Effective October 1, 2026*) (a) Notwithstanding any  
3247 provision of title 26 of the general statutes: (1) Any food service  
3248 establishment that is regulated pursuant to the Public Health Code may  
3249 sell to consumers any lobster greater than the Atlantic States Marine

3250 Fisheries Commission's American Lobster Fishery Management Plan  
3251 Lobster Management Area 6 maximum legal length, as well as any  
3252 lobster that is less than the Atlantic States Marine Fisheries  
3253 Commission's American Lobster Fishery Management Plan Lobster  
3254 Management Area 6 minimum legal length, as defined in regulations  
3255 adopted pursuant to section 26-157c of the general statutes, provided:  
3256 (1) Such lobster is not taken from such Lobster Management Area 6  
3257 waters or landed in this state, regardless of where such lobsters were  
3258 taken, (2) such lobster is not greater than the maximum legal length or  
3259 less than the minimum legal length in effect for the applicable waters of  
3260 the Atlantic States Marine Fisheries Commission's American Lobster  
3261 Fishery Management Plan Lobster Management Area, or the nation of  
3262 origin, as applicable, and (3) such food service establishment in  
3263 possession of such lobsters possesses a manifest, bill of landing, invoice,  
3264 purchase order or other written documentation that identifies the state,  
3265 lobster management area or nation of origin, as applicable, where such  
3266 lobster was received, and the number of such lobsters received. Such  
3267 documentation shall be retained by the food service establishment for a  
3268 period of six months from the date such lobsters were received by such  
3269 food service establishment and shall be made available to any law  
3270 enforcement officer upon request.

3271 (b) Notwithstanding the provisions of section 26-157j of the general  
3272 statutes, any person licensed as a seafood dealer, pursuant to section 26-  
3273 142a of the general statutes, may sell to a food service establishment that  
3274 is regulated pursuant to the Public Health Code any such lobster, as  
3275 described in subsection (a) of this section, provided such lobster  
3276 complies with the provisions of subdivisions (1) and (2) of said  
3277 subsection. Such seafood dealer shall provide to the purchasing food  
3278 service establishment, at the time of sale, the documentation described  
3279 in subdivision (3) of subsection (a) of this section.

3280 Sec. 69. (NEW) (*Effective July 1, 2026*) (a) As used in this section:

3281 (1) "First responder" means a police officer certified by the Police  
3282 Officer Standards and Training Council, volunteer or paid fire service

3283 personnel certified by the Commission on Fire Prevention and Control  
3284 or emergency medical service personnel licensed or certified by the  
3285 Department of Public Health; and

3286 (2) "Employer" for a police officer means the administrative head of a  
3287 law enforcement unit, as defined in section 7-291e of the general  
3288 statutes, for fire service personnel means the chief of a volunteer or paid  
3289 fire department and for emergency medical service personnel means the  
3290 chief administrator of a volunteer or municipal emergency medical  
3291 service organization, as defined in section 19a-175 of the general  
3292 statutes.

3293 (b) Each first responder seeking to receive a tuition waiver pursuant  
3294 to section 10a-77 of the general statutes, as amended by this act, or 10a-  
3295 99 of the general statutes, as amended by this act, or mortgage assistance  
3296 pursuant to section 76 of this act shall request a compliance certification  
3297 from such first responder's employer, on a form developed by the  
3298 Comptroller pursuant to subsection (c) of this section, to certify that  
3299 such first responder meets the eligibility requirements, established  
3300 pursuant to section 7-294d of the general statutes, as amended by this  
3301 act, 7-323l of the general statutes, as amended by this act, or 19a-177 of  
3302 the general statutes, as amended by this act, for such benefit. Such first  
3303 responder shall submit such compliance certification with such first  
3304 responder's application for a tuition waiver to the Connecticut State  
3305 Community College or the Connecticut State University System or  
3306 application for mortgage assistance to the Connecticut Housing Finance  
3307 Authority, as applicable.

3308 (c) Not later than September 1, 2026, the Comptroller shall develop a  
3309 compliance certification form for an employer of a first responder to  
3310 certify that such first responder meets the eligibility requirements,  
3311 established pursuant to sections 7-294d of the general statutes, as  
3312 amended by this act, 7-323l of the general statutes, as amended by this  
3313 act, and 19a-177 of the general statutes, as amended by this act, to  
3314 qualify for a tuition waiver or mortgage assistance program. The  
3315 Comptroller shall post such compliance certification form in a

3316 conspicuous location on the Comptroller's Internet web site and  
3317 maintain each compliance certification submitted to the Comptroller for  
3318 the duration that such first responder receives such tuition waiver or  
3319 mortgage assistance. The Comptroller may share a copy of a compliance  
3320 certification, if requested by the first responder who is the subject of  
3321 such compliance certification, with such first responder, the Connecticut  
3322 State Community College, the Connecticut State University System, the  
3323 Connecticut Housing Finance Authority or the Department of Revenue  
3324 Services, as requested by such first responder.

3325 (d) Upon the request of a first responder who is a volunteer or  
3326 employee, each employer shall complete a compliance certification form  
3327 if such first responder meets the eligibility requirements established  
3328 pursuant to section 7-294d of the general statutes, as amended by this  
3329 act, 7-323l of the general statutes, as amended by this act, or 19a-177 of  
3330 the general statutes, as amended by this act, for a tuition waiver or  
3331 mortgage assistance program, as applicable. Such compliance  
3332 certification shall be sent to the first responder and a copy submitted to  
3333 the Comptroller in the manner prescribed by the Comptroller.

3334 Sec. 70. Subsection (a) of section 7-294d of the general statutes is  
3335 repealed and the following is substituted in lieu thereof (*Effective October*  
3336 *1, 2026*):

3337 (a) The Police Officer Standards and Training Council shall have the  
3338 following powers:

3339 (1) To develop and periodically update and revise comprehensive  
3340 state and municipal police training plans;

3341 (2) To approve, or revoke the approval of, any state or municipal  
3342 police training school and to issue certification to such schools and to  
3343 revoke such certification;

3344 (3) To set the minimum courses of study and attendance required and  
3345 the equipment and facilities to be required of approved state and  
3346 municipal police training schools;

3347 (4) To set the minimum qualifications for law enforcement instructors  
3348 and to issue appropriate certification to such instructors in the field of  
3349 expertise that such instructors will be teaching;

3350 (5) To require that all probationary candidates receive the hours of  
3351 basic training deemed necessary before being eligible for certification,  
3352 such basic training to be completed within one year following the  
3353 appointment as a probationary candidate, unless the candidate is  
3354 granted additional time to complete such basic training by the council;

3355 (6) To require the registration of probationary candidates with the  
3356 academy within ten days of hiring for the purpose of scheduling  
3357 training;

3358 (7) To issue appropriate certification to police officers who have  
3359 satisfactorily completed minimum basic training programs;

3360 (8) To require that each police officer satisfactorily complete at least  
3361 forty hours of certified review training every three years in order to  
3362 maintain certification, unless the officer is granted additional time not  
3363 to exceed one year to complete such training by the council;

3364 (9) To develop an interactive electronic computer platform capable of  
3365 administering training courses and to authorize police officers to  
3366 complete certified review training at a local police department facility  
3367 by means of such platform;

3368 (10) To renew the certification of those police officers who have  
3369 satisfactorily completed review training programs and submitted to a  
3370 urinalysis drug test that screens for controlled substances, including,  
3371 but not limited to, anabolic steroids, the result of which indicated no  
3372 presence of any controlled substance not prescribed for the officer;

3373 (11) To establish, in consultation with the Commissioner of  
3374 Emergency Services and Public Protection, uniform minimum  
3375 educational and training standards for employment as a police officer  
3376 in full-time positions, temporary or probationary positions and part-

3377 time or voluntary positions;

3378 (12) To develop, in consultation with the Commissioner of  
3379 Emergency Services and Public Protection, a schedule to visit and  
3380 inspect police basic training schools and to inspect each school at least  
3381 once each year;

3382 (13) To consult with and cooperate with universities, colleges and  
3383 institutes for the development of specialized courses of study for police  
3384 officers in police science and police administration;

3385 (14) To work with the Commissioner of Emergency Services and  
3386 Public Protection and with departments and agencies of this state and  
3387 other states and the federal government concerned with police training;

3388 (15) To make recommendations to the Commissioner of Emergency  
3389 Services and Public Protection concerning a training academy  
3390 administrator, who shall be appointed by the commissioner, and  
3391 concerning the hiring of staff, within available appropriations, that may  
3392 be necessary in the performance of its functions;

3393 (16) To perform any other acts that may be necessary and appropriate  
3394 to carry out the functions of the council as set forth in sections 7-294a to  
3395 7-294e, inclusive;

3396 (17) To accept, with the approval of the Commissioner of Emergency  
3397 Services and Public Protection, contributions, grants, gifts, donations,  
3398 services or other financial assistance from any governmental unit, public  
3399 agency or the private sector;

3400 (18) To conduct any inspection and evaluation that may be necessary  
3401 to determine if a law enforcement unit is complying with the provisions  
3402 of this section;

3403 (19) At the request and expense of any law enforcement unit, to  
3404 conduct general or specific management surveys;

3405 (20) To develop objective and uniform criteria for recommending any

3406 waiver of regulations or granting a waiver of procedures established by  
3407 the council;

3408 (21) To recruit, select and appoint candidates to the position of  
3409 municipal probationary candidate and provide recruit training for  
3410 candidates of the Connecticut Police Corps program in accordance with  
3411 the Police Corps Act, 42 USC 14091 et seq., as amended from time to  
3412 time;

3413 (22) (A) To develop, adopt and revise, as necessary, comprehensive  
3414 accreditation standards, and designation of such standards as state-  
3415 accreditation tiers one, two and three, for the administration and  
3416 management of law enforcement units, to grant accreditation to those  
3417 law enforcement units that demonstrate their compliance with such  
3418 standards and, at the request and expense of any law enforcement unit,  
3419 to conduct such surveys as may be necessary to determine such unit's  
3420 compliance with such standards; and (B) on and after January 1, 2023 to  
3421 work with any law enforcement unit that has failed to obtain or  
3422 maintain its certification of compliance with the appropriate tier or tiers  
3423 or a higher level of accreditation standards developed by the council or  
3424 the Commission on Accreditation for Law Enforcement Agencies, Inc.,  
3425 pursuant to section 7-294ee;

3426 (23) To recommend to the commissioner the appointment of any  
3427 council training instructor, or such other person as determined by the  
3428 council, to act as a special police officer throughout the state as such  
3429 instructor or other person's official duties may require, provided any  
3430 such instructor or other person so appointed shall be a certified police  
3431 officer. Each such special police officer shall be sworn and may arrest  
3432 and present before a competent authority any person for any offense  
3433 committed within the officer's precinct; [and]

3434 (24) To develop and implement written policies, on or before January  
3435 1, 2021, in consultation with the Commissioner of Emergency Services  
3436 and Public Protection concerning the requirements that all police  
3437 officers undergo periodic behavioral health assessments as set forth in

3438 section 7-291e. Such written policies shall, at a minimum, address (A)  
3439 the confidentiality of such assessments, including, but not limited to,  
3440 compliance with all provisions of the Health Insurance Portability and  
3441 Accountability Act of 1996, P.L. 104-191, as amended from time to time,  
3442 (B) the good faith reasons that the administrative head of a law  
3443 enforcement unit, as defined in section 7-291e, may rely upon when  
3444 requesting that a police officer undergo an additional assessment, (C)  
3445 the availability of behavioral health treatment services that will be  
3446 afforded to any police officer required to undergo a behavioral health  
3447 assessment pursuant to section 7-291e, (D) the ability of a police officer  
3448 to review and contest the results of any such assessment, (E) permissible  
3449 personnel actions, if any, that may be taken by a law enforcement unit  
3450 based on the results of such assessments while taking into consideration  
3451 the due process rights of a police officer, (F) the process for selecting  
3452 psychiatrists and psychologists to conduct such assessments, and (G)  
3453 financial considerations that may be incurred by law enforcement units  
3454 or police officers that are attributable to conducting such assessments;

3455 (25) To establish eligibility requirements, on or before January 1, 2027,  
3456 for police officers to receive a tuition waiver from the Connecticut State  
3457 Community College pursuant to section 10a-77, as amended by this act,  
3458 or the Connecticut State University System pursuant to section 10a-99,  
3459 as amended by this act. Such eligibility requirements shall include, but  
3460 need not be limited to, (A) certification as a police officer by the council,  
3461 and (B) current employment with a law enforcement unit in the state for  
3462 at least two years, but not more than five years, as specified by the  
3463 council; and

3464 (26) To establish eligibility requirements, on or before January 1, 2027,  
3465 for police officers to receive mortgage assistance through a mortgage  
3466 assistance program developed by the Connecticut Housing Finance  
3467 Authority pursuant to section 76 of this act. Such eligibility  
3468 requirements shall include, but need not be limited to, (A) certification  
3469 as a police officer by the council, and (B) current employment with a law  
3470 enforcement unit in the state for at least two years, but not more than

3471 five years, as specified by the council.

3472 Sec. 71. Subsection (a) of section 7-323*l* of the 2026 supplement to the  
3473 general statutes is repealed and the following is substituted in lieu  
3474 thereof (*Effective October 1, 2026*):

3475 (a) The [commission] Commission of Fire Prevention and Control  
3476 shall:

3477 (1) Recommend minimum standards of education and physical  
3478 condition for candidates for any firefighter position;

3479 (2) Establish standards for fire service training and education  
3480 programs, and develop and conduct an examination program to certify  
3481 those fire service personnel who satisfactorily demonstrate their ability  
3482 to meet the requirements of the fire service training and education  
3483 program standards;

3484 (3) Establish an optional fire service training and education program  
3485 that provides information relative to the blue envelopes designed  
3486 pursuant to section 14-11j and yellow envelopes designed pursuant to  
3487 section 14-11l and techniques for the handling of incidents, such as  
3488 wandering, that involve juveniles and adults with autism spectrum  
3489 disorder, cognitive impairment or nonverbal learning disorder,  
3490 provided the curriculum for such techniques is made available at no cost  
3491 from (A) institutions of higher education, health care professionals or  
3492 advocacy organizations that are concerned with juveniles and adults  
3493 with autism spectrum disorder, cognitive impairment or nonverbal  
3494 learning disorder, or (B) collaborations of such institutions,  
3495 professionals or organizations;

3496 (4) Conduct fire fighting training and education programs designed  
3497 to assist firefighters in developing and maintaining their skills and  
3498 keeping abreast of technological advances in fire suppression, fire  
3499 protection, fire prevention and related fields;

3500 (5) Recommend standards for promotion to the various ranks of fire

3501 departments;

3502 (6) Be authorized, with the approval of the Commissioner of  
3503 Emergency Services and Public Protection, to apply for, receive and  
3504 distribute any state, federal or private funds or contributions available  
3505 for training and education of fire fighting personnel;

3506 (7) Recommend that the Commissioner of Emergency Services and  
3507 Public Protection approve or reject the establishment of, or, when  
3508 appropriate, suspend or revoke the approval of, regional fire schools in  
3509 accordance with section 7-323u;

3510 (8) Advise the Division of Fire Services Administration within the  
3511 Department of Emergency Services and Public Protection on the  
3512 management of the Statewide Fire Service Disaster Response Plan;

3513 (9) Implement the recommendations of the study of the fire service  
3514 authorized pursuant to subdivision (36) of subsection (b) of section 41  
3515 of public act 23-204; [and]

3516 (10) Submit to the Governor, the joint standing committee of the  
3517 General Assembly having cognizance of matters relating to public safety  
3518 and security, in accordance with the provisions of section 11-4a, and the  
3519 Commissioner of Emergency Services and Public Protection an annual  
3520 report (A) relating to the activities, recommendations and  
3521 accomplishments of the commission, and (B) making recommendations  
3522 on the funding necessary for the operation of, the maintenance of and  
3523 capital improvements to the state fire school and regional fire schools;

3524 (11) Establish eligibility requirements, on or before January 1, 2027,  
3525 for firefighters, as defined in section 7-323j, including, but not limited to,  
3526 firefighters serving a fire department operated by a federally recognized  
3527 Indian tribe in the state, to receive a tuition waiver from the Connecticut  
3528 State Community College pursuant to section 10a-77, as amended by  
3529 this act, or the Connecticut State University System pursuant to section  
3530 10a-99, as amended by this act. Such eligibility requirements shall  
3531 include, but need not be limited to, (A) certification as fire service

3532 personnel by the commission, and (B) current employment with a fire  
3533 department in the state for at least two years, but not more than five  
3534 years, as specified by the commission; and

3535 (12) Establish eligibility requirements, on or before January 1, 2027,  
3536 for firefighters, as defined in section 7-323j, to receive mortgage  
3537 assistance through a mortgage assistance program developed by the  
3538 Connecticut Housing Finance Authority pursuant to section 76 of this  
3539 act. Such eligibility requirements shall include, but need not be limited  
3540 to, (A) certification as fire service personnel by the commission, and (B)  
3541 current employment with a fire department in the state for at least two  
3542 years, but not more than five years, as specified by the commission.

3543 Sec. 72. Section 19a-177 of the general statutes is repealed and the  
3544 following is substituted in lieu thereof (*Effective October 1, 2026*):

3545 The [commissioner] Commissioner of Public Health shall:

3546 (1) With the advice of the Office of Emergency Medical Services  
3547 established pursuant to section 19a-178 and of an advisory committee  
3548 on emergency medical services and with the benefit of meetings held  
3549 pursuant to subsection (b) of section 19a-184, adopt every five years a  
3550 state-wide plan for the coordinated delivery of emergency medical  
3551 services;

3552 (2) License or certify the following: (A) Ambulance operations,  
3553 emergency medical services personnel and communications personnel;  
3554 (B) emergency room facilities and communications facilities; and (C)  
3555 transportation equipment, including land, sea and air vehicles used for  
3556 transportation of patients to emergency facilities and periodically  
3557 inspect life saving equipment, emergency facilities and emergency  
3558 transportation vehicles to ensure state standards are maintained;

3559 (3) Annually inventory emergency medical services resources within  
3560 the state, including facilities, equipment, and personnel, for the  
3561 purposes of determining the need for additional services and the  
3562 effectiveness of existing services;

3563 (4) Review and evaluate all area-wide plans developed by the  
3564 emergency medical services councils pursuant to section 19a-182 in  
3565 order to insure conformity with standards issued by the commissioner;

3566 (5) Not later than thirty days after their receipt, review all grant and  
3567 contract applications for federal or state funds concerning emergency  
3568 medical services or related activities for conformity to policy guidelines  
3569 and forward such application to the appropriate agency, when required;

3570 (6) Establish such minimum standards and adopt such regulations in  
3571 accordance with the provisions of chapter 54, as may be necessary to  
3572 develop the following components of an emergency medical service  
3573 system: (A) Communications, which shall include, but not be limited to,  
3574 equipment, radio frequencies and operational procedures; (B)  
3575 transportation services, which shall include, but not be limited to,  
3576 vehicle type, design, condition and maintenance, and operational  
3577 procedures; (C) training, which shall include, but not be limited to,  
3578 emergency medical services personnel, communications personnel,  
3579 paraprofessionals associated with emergency medical services,  
3580 firefighters and state and local police; (D) emergency medical service  
3581 facilities, which shall include, but not be limited to, categorization of  
3582 emergency departments as to their treatment capabilities and ancillary  
3583 services; and (E) mobile integrated health care programs, which shall  
3584 include, but not be limited to, the standards to ensure the health, safety  
3585 and welfare of the patients being served by such programs and data  
3586 collection and reporting requirements to ensure and measure quality  
3587 outcomes of such programs;

3588 (7) Coordinate training of all emergency medical services personnel;

3589 (8) (A) Develop an emergency medical services data collection  
3590 system. Each emergency medical service organization licensed or  
3591 certified pursuant to this chapter shall submit data to the commissioner,  
3592 on a quarterly basis, from each licensed ambulance service, certified  
3593 ambulance service or paramedic intercept service that provides  
3594 emergency medical services. Such submitted data shall include, but not

3595 be limited to: (i) The total number of and reasons for calls for emergency  
3596 medical services received by such licensed ambulance service, certified  
3597 ambulance service or paramedic intercept service through the 9-1-1  
3598 system during the reporting period; (ii) each level of emergency medical  
3599 services, as defined in regulations adopted pursuant to section 19a-179,  
3600 required for each such call; (iii) the response time for each licensed  
3601 ambulance service, certified ambulance service or paramedic intercept  
3602 service during the reporting period; (iv) the number of passed calls,  
3603 cancelled calls and mutual aid calls, both made and received, during the  
3604 reporting period; and (v) for the reporting period, the prehospital data  
3605 for the nonscheduled transport of patients required by regulations  
3606 adopted pursuant to subdivision (6) of this section. The data required  
3607 under this subdivision may be submitted in any electronic form selected  
3608 by such licensed ambulance service, certified ambulance service or  
3609 paramedic intercept service and approved by the commissioner,  
3610 provided the commissioner shall take into consideration the needs of  
3611 such licensed ambulance service, certified ambulance service or  
3612 paramedic intercept service in approving such electronic form. The  
3613 commissioner may conduct an audit of any such licensed ambulance  
3614 service, certified ambulance service or paramedic intercept service as  
3615 the commissioner deems necessary in order to verify the accuracy of  
3616 such reported data.

3617 (B) On or before June 1, 2023, and annually thereafter, the  
3618 commissioner shall prepare a report to the Emergency Medical Services  
3619 Advisory Board, established pursuant to section 19a-178a, that shall  
3620 include, but not be limited to, the following data: (i) The total number  
3621 of calls for emergency medical services received during the reporting  
3622 year by each licensed ambulance service, certified ambulance service or  
3623 paramedic intercept service; (ii) the level of emergency medical services  
3624 required for each such call; (iii) the name of the emergency medical  
3625 service organization that provided each such level of emergency  
3626 medical services furnished during the reporting year; (iv) the response  
3627 time, by time ranges or fractile response times, for each licensed  
3628 ambulance service, certified ambulance service or paramedic intercept

3629 service, using a common definition of response time, as provided in  
3630 regulations adopted pursuant to section 19a-179; (v) the number of  
3631 passed calls, cancelled calls and mutual aid calls during the reporting  
3632 year; and (vi) any shortage of emergency medical services personnel in  
3633 the state. The commissioner shall prepare such report in a format that  
3634 categorizes such data for each municipality in which the emergency  
3635 medical services were provided, with each such municipality grouped  
3636 according to urban, suburban and rural classifications.

3637 (C) If any licensed ambulance service, certified ambulance service or  
3638 paramedic intercept service does not submit the data required under  
3639 subparagraph (A) of this subdivision for a period of six consecutive  
3640 months, or if the commissioner believes that such licensed ambulance  
3641 service, certified ambulance service or paramedic intercept service  
3642 knowingly or intentionally submitted incomplete or false data, the  
3643 commissioner shall issue a written order directing such licensed  
3644 ambulance service, certified ambulance service or paramedic intercept  
3645 service to comply with the provisions of subparagraph (A) of this  
3646 subdivision and submit all missing data or such corrected data as the  
3647 commissioner may require. If such licensed ambulance service, certified  
3648 ambulance service or paramedic intercept service fails to fully comply  
3649 with such order not later than three months from the date such order is  
3650 issued, the commissioner (i) shall conduct a hearing, in accordance with  
3651 chapter 54, at which such licensed ambulance service, certified  
3652 ambulance service or paramedic intercept service shall be required to  
3653 show cause why the primary service area assignment of such licensed  
3654 ambulance service, certified ambulance service or paramedic intercept  
3655 service should not be revoked, and (ii) may take such disciplinary action  
3656 under section 19a-17 as the commissioner deems appropriate.

3657 (D) The commissioner shall collect the data required by  
3658 subparagraph (A) of this subdivision, in the manner provided in said  
3659 subparagraph, from each emergency medical service organization  
3660 licensed or certified pursuant to this chapter. Any such emergency  
3661 medical service organization that fails to comply with the provisions of

3662 this section shall be liable for a civil penalty not to exceed one hundred  
3663 dollars per day for each failure to report the required data regarding  
3664 emergency medical services provided to a patient, as determined by the  
3665 commissioner. The civil penalties set forth in this subparagraph shall be  
3666 assessed only after the department provides a written notice of  
3667 deficiency and the organization is afforded the opportunity to respond  
3668 to such notice. An organization shall have not more than fifteen business  
3669 days after the date of receiving such notice to provide a written response  
3670 to the department. The commissioner may adopt regulations, in  
3671 accordance with chapter 54, concerning the development,  
3672 implementation, monitoring and collection of emergency medical  
3673 service system data. All state agencies licensed or certified as emergency  
3674 medical service organizations shall be exempt from the civil penalties  
3675 set forth in this subparagraph.

3676 (E) The commissioner shall, with the recommendation of the  
3677 Connecticut Emergency Medical Services Advisory Board established  
3678 pursuant to section 19a-178a, adopt for use in trauma data collection the  
3679 most recent version of the National Trauma Data Bank's National  
3680 Trauma Data Standards and Data Dictionary and nationally recognized  
3681 guidelines for field triage of injured patients.

3682 (F) On or before June 1, 2024, and annually thereafter, the  
3683 commissioner shall submit the report described in subparagraph (B) of  
3684 this subdivision, in accordance with the provisions of section 11-4a, to  
3685 the joint standing committee of the General Assembly having  
3686 cognizance of matters relating to public health;

3687 (9) (A) Establish rates for the conveyance and treatment of patients  
3688 by licensed ambulance services and invalid coaches and establish  
3689 emergency service rates for certified ambulance services and paramedic  
3690 intercept services, provided (i) the present rates established for such  
3691 services and vehicles shall remain in effect until such time as the  
3692 commissioner establishes a new rate schedule as provided in this  
3693 subdivision, and (ii) any rate increase not in excess of the Medical Care  
3694 Services Consumer Price Index, as published by the Bureau of Labor

3695 Statistics of the United States Department of Labor, for the prior year,  
3696 filed in accordance with subparagraph (B)(iii) of this subdivision shall  
3697 be deemed approved by the commissioner. For purposes of this  
3698 subdivision, licensed ambulance services and paramedic intercept  
3699 services shall not include emergency air transport services or mobile  
3700 integrated health care programs.

3701 (B) Adopt regulations, in accordance with the provisions of chapter  
3702 54, establishing methods for setting rates and conditions for charging  
3703 such rates. Such regulations shall include, but not be limited to,  
3704 provisions requiring that on and after July 1, 2000: (i) Requests for rate  
3705 increases may be filed no more frequently than once a year, except that,  
3706 in any case where an agency's schedule of maximum allowable rates  
3707 falls below that of the Medicare allowable rates for that agency, the  
3708 commissioner shall immediately amend such schedule so that the rates  
3709 are at or above the Medicare allowable rates; (ii) only licensed  
3710 ambulance services, certified ambulance services and paramedic  
3711 intercept services that apply for a rate increase in excess of the Medical  
3712 Care Services Consumer Price Index, as published by the Bureau of  
3713 Labor Statistics of the United States Department of Labor, for the prior  
3714 year, and do not accept the maximum allowable rates contained in any  
3715 voluntary state-wide rate schedule established by the commissioner for  
3716 the rate application year shall be required to file detailed financial  
3717 information with the commissioner, provided any hearing that the  
3718 commissioner may hold concerning such application shall be conducted  
3719 as a contested case in accordance with chapter 54; (iii) licensed  
3720 ambulance services, certified ambulance services and paramedic  
3721 intercept services that do not apply for a rate increase in any year in  
3722 excess of the Medical Care Services Consumer Price Index, as published  
3723 by the Bureau of Labor Statistics of the United States Department of  
3724 Labor, for the prior year, or that accept the maximum allowable rates  
3725 contained in any voluntary state-wide rate schedule established by the  
3726 commissioner for the rate application year shall, not later than the last  
3727 business day in August of such year, file with the commissioner a  
3728 statement of emergency and nonemergency call volume, and, in the case

3729 of a licensed ambulance service, certified ambulance service or  
3730 paramedic intercept service that is not applying for a rate increase, a  
3731 written declaration by such licensed ambulance service, certified  
3732 ambulance service or paramedic intercept service that no change in its  
3733 currently approved maximum allowable rates will occur for the rate  
3734 application year; and (iv) detailed financial and operational information  
3735 filed by licensed ambulance services, certified ambulance services and  
3736 paramedic intercept services to support a request for a rate increase in  
3737 excess of the Medical Care Services Consumer Price Index, as published  
3738 by the Bureau of Labor Statistics of the United States Department of  
3739 Labor, for the prior year, shall cover the time period pertaining to the  
3740 most recently completed fiscal year and the rate application year of the  
3741 licensed ambulance service, certified ambulance service or paramedic  
3742 intercept service.

3743 (C) Establish rates for licensed ambulance services, certified  
3744 ambulance services or paramedic intercept services for the following  
3745 services and conditions: (i) "Advanced life support assessment" and  
3746 "specialty care transports", which terms have the meanings provided in  
3747 42 CFR 414.605; and (ii) mileage, which may include mileage for an  
3748 ambulance transport when the point of origin and final destination for  
3749 a transport is within the boundaries of the same municipality. The rates  
3750 established by the commissioner for each such service or condition shall  
3751 be equal to (I) the ambulance service's base rate plus its established  
3752 advanced life support/paramedic surcharge when advanced life  
3753 support assessment services are performed; (II) two hundred twenty-  
3754 five per cent of the ambulance service's established base rate for  
3755 specialty care transports; and (III) "loaded mileage", as the term is  
3756 defined in 42 CFR 414.605, multiplied by the ambulance service's  
3757 established rate for mileage. Such rates shall remain in effect until such  
3758 time as the commissioner establishes a new rate schedule as provided  
3759 in this subdivision.

3760 (D) Establish rates for the treatment and release of patients by a  
3761 licensed or certified emergency medical services organization or a

3762 provider who does not transport such patients to an emergency  
3763 department and who is operating within the scope of such  
3764 organization's or provider's practice and following protocols approved  
3765 by the sponsor hospital. The rates established pursuant to this  
3766 subparagraph shall not apply to the treatment provided to patients  
3767 through mobile integrated health care programs;

3768 (10) Establish primary service areas and assign in writing a primary  
3769 service area responder for each primary service area. Each state-owned  
3770 campus having an acute care hospital on the premises shall be  
3771 designated as the primary service area responder for that campus;

3772 (11) Revoke primary service area assignments upon determination by  
3773 the commissioner that it is in the best interests of patient care to do so;  
3774 [and]

3775 (12) Annually issue a list of minimum equipment requirements for  
3776 authorized emergency medical services vehicles based upon current  
3777 national standards. The commissioner shall distribute such list to all  
3778 emergency medical service organizations and sponsor hospital medical  
3779 directors and make such list available to other interested stakeholders.  
3780 Emergency medical service organizations shall have one year from the  
3781 date of issuance of such list to comply with the minimum equipment  
3782 requirements; and

3783 (13) (A) Establish eligibility requirements, on or before January 1,  
3784 2027, for emergency medical service personnel to receive a tuition  
3785 waiver from the Connecticut State Community College pursuant to  
3786 section 10a-77, as amended by this act, or the Connecticut State  
3787 University System pursuant to section 10a-99, as amended by this act.  
3788 Such eligibility requirements shall include, but need not be limited to,  
3789 (i) license or certification as emergency medical service personnel by the  
3790 commissioner, and (ii) current employment with a municipal or  
3791 volunteer emergency medical service organization in the state for at  
3792 least two years, but not more than five years, as specified by the  
3793 commissioner;

3794 (B) Establish eligibility requirements, on or before January 1, 2027, for  
3795 emergency medical service personnel to receive mortgage assistance  
3796 through a mortgage assistance program developed by the Connecticut  
3797 Housing Finance Authority pursuant to section 76 of this act. Such  
3798 eligibility requirements shall include, but need not be limited to, (i)  
3799 license or certification as emergency medical service personnel by the  
3800 commissioner, and (ii) current employment with a municipal or  
3801 volunteer emergency medical service organization in the state for at  
3802 least two years, but not more than five years, as specified by the  
3803 commissioner.

3804 Sec. 73. Subsection (d) of section 10a-77 of the 2026 supplement to the  
3805 general statutes is repealed and the following is substituted in lieu  
3806 thereof (*Effective July 1, 2027*):

3807 (d) The Board of Regents for Higher Education shall waive the  
3808 payment of tuition at the Connecticut State Community College (1) for  
3809 any dependent child of a person whom the armed forces of the United  
3810 States has declared to be missing in action or to have been a prisoner of  
3811 war while serving in such armed forces after January 1, 1960, which  
3812 child has been accepted for admission to said college and is a resident  
3813 of the state at the time such child is accepted for admission to said  
3814 college, (2) subject to the provisions of subsection (e) of this section, for  
3815 any veteran, as defined in section 27-103, who performed service in time  
3816 of war, as defined in section 27-103, except that for purposes of this  
3817 subsection, "service in time of war" shall not include time spent in  
3818 attendance at a military service academy, which veteran has been  
3819 accepted for admission to said college and is domiciled in this state at  
3820 the time such veteran is accepted for admission to said college. Said  
3821 board shall also waive for any such veteran the payment of any  
3822 extension fees under section 10a-26 for educational extension programs,  
3823 (3) for any resident of the state (A) sixty-two years of age or older, or (B)  
3824 who is a resident of a nursing home, as defined in section 19a-490, and  
3825 has maintained residency at such nursing home for not less than thirty  
3826 days, provided, at the end of the regular registration period, there are

3827 enrolled in the course a sufficient number of students other than those  
3828 residents eligible for waivers pursuant to this subdivision to offer the  
3829 course in which such resident intends to enroll and there is space  
3830 available in such course after accommodating all such students, (4) for  
3831 any student attending the Connecticut State Police Academy who is  
3832 enrolled in a law enforcement program at said academy offered in  
3833 coordination with the Connecticut State Community College which  
3834 accredits courses taken in such program, (5) for any active member of  
3835 the Connecticut Army or Air National Guard who (A) has been certified  
3836 by the Adjutant General or such Adjutant General's designee as a  
3837 member in good standing of the guard, and (B) is enrolled or accepted  
3838 for admission to said college on a full-time or part-time basis in an  
3839 undergraduate degree-granting program. Said board shall also waive  
3840 for any such member the payment of any mandatory fees relating to  
3841 such member's enrollment in said college, including, but not limited to,  
3842 any extension fees under section 10a-26 for educational extension  
3843 programs, (6) for any dependent child of a (A) police officer, as defined  
3844 in section 7-294a, or supernumerary or auxiliary police officer, (B)  
3845 firefighter, as defined in section 7-323j, or member of a volunteer fire  
3846 company, (C) municipal employee, or (D) state employee, as defined in  
3847 section 5-154, killed in the line of duty, (7) for any resident of the state  
3848 who is a dependent child or surviving spouse of a specified terrorist  
3849 victim who was a resident of this state, (8) for any dependent child of a  
3850 resident of the state who was killed in a multivehicle crash at or near the  
3851 intersection of Routes 44 and 10 and Nod Road in Avon on July 29, 2005,  
3852 [and] (9) for any resident of the state who is a dependent child or  
3853 surviving spouse of a person who was killed in action while performing  
3854 active military duty with the armed forces of the United States on or  
3855 after September 11, 2001, and who was a resident of this state, (10) for  
3856 any first responder, as defined in section 69 of this act, who (A) submits  
3857 a compliance certification pursuant to the provisions of section 69 of this  
3858 act, and (B) is enrolled or accepted for admission to said college, and (11)  
3859 for any student attending the state fire school who is enrolled in a  
3860 program at said school offered in coordination with Connecticut State  
3861 Community College that accredits courses taken in such program,

3862 provided tuition waivers issued pursuant to subdivisions (10) and (11)  
3863 of this subsection shall be limited to two hundred eligible persons per  
3864 academic year. If any person who receives a tuition waiver in  
3865 accordance with the provisions of this subsection also receives  
3866 educational reimbursement from an employer, such waiver shall be  
3867 reduced by the amount of such educational reimbursement. Veterans  
3868 and members of the National Guard described in subdivision (5) of this  
3869 subsection shall be given the same status as students not receiving  
3870 tuition waivers in registering for courses at the Connecticut State  
3871 Community College. Notwithstanding the provisions of section 10a-30,  
3872 as used in this subsection, "domiciled in this state" includes domicile for  
3873 less than one year.

3874 Sec. 74. Subsection (d) of section 10a-99 of the 2026 supplement to the  
3875 general statutes is repealed and the following is substituted in lieu  
3876 thereof (*Effective July 1, 2027*):

3877 (d) The Board of Regents for Higher Education shall waive the  
3878 payment of tuition fees for undergraduate and graduate degree  
3879 programs at the Connecticut State University System (1) for any  
3880 dependent child of a person whom the armed forces of the United States  
3881 has declared to be missing in action or to have been a prisoner of war  
3882 while serving in such armed forces after January 1, 1960, which child  
3883 has been accepted for admission to such institution and is a resident of  
3884 the state at the time such child is accepted for admission to such  
3885 institution, (2) subject to the provisions of subsection (e) of this section,  
3886 for any veteran, as defined in section 27-103, who performed service in  
3887 time of war, as defined in section 27-103, except that for purposes of this  
3888 subsection, "service in time of war" shall not include time spent in  
3889 attendance at a military service academy, which veteran has been  
3890 accepted for admission to such institution and is domiciled in this state  
3891 at the time such veteran is accepted for admission to such institution.  
3892 Said board shall also waive for any such veteran the payment of any  
3893 extension fees under section 10a-26 for educational extension programs,  
3894 (3) for any resident of the state sixty-two years of age or older who has

3895 been accepted for admission to such institution, provided (A) such  
3896 resident is enrolled in a degree-granting program, or (B) at the end of  
3897 the regular registration period, there are enrolled in the course a  
3898 sufficient number of students other than those residents eligible for  
3899 waivers pursuant to this subdivision to offer the course in which such  
3900 resident intends to enroll and there is space available in such course  
3901 after accommodating all such students, (4) for any student attending the  
3902 Connecticut Police Academy who is enrolled in a law enforcement  
3903 program at said academy offered in coordination with [the] a university  
3904 which accredits courses taken in such program, (5) for any active  
3905 member of the Connecticut Army or Air National Guard who (A) has  
3906 been certified by the Adjutant General or such Adjutant General's  
3907 designee as a member in good standing of the guard, and (B) is enrolled  
3908 or accepted for admission to such institution on a full-time or part-time  
3909 basis in an undergraduate or graduate degree-granting program. Said  
3910 board shall also waive for any such member the payment of any  
3911 mandatory fees relating to such member's enrollment in such  
3912 institution, including, but not limited to, any extension fees under  
3913 section 10a-26 for educational extension programs, (6) for any  
3914 dependent child of a (A) police officer, as defined in section 7-294a, or  
3915 supernumerary or auxiliary police officer, (B) firefighter, as defined in  
3916 section 7-323j, or member of a volunteer fire company, (C) municipal  
3917 employee, or (D) state employee, as defined in section 5-154, killed in  
3918 the line of duty, (7) for any resident of this state who is a dependent  
3919 child or surviving spouse of a specified terrorist victim who was a  
3920 resident of the state, (8) for any dependent child of a resident of the state  
3921 who was killed in a multivehicle crash at or near the intersection of  
3922 Routes 44 and 10 and Nod Road in Avon on July 29, 2005, [and] (9) for  
3923 any resident of the state who is a dependent child or surviving spouse  
3924 of a person who was killed in action while performing active military  
3925 duty with the armed forces of the United States on or after September  
3926 11, 2001, and who was a resident of this state, (10) for any first  
3927 responder, as defined in section 69 of this act, who (A) submits a  
3928 compliance certification pursuant to the provisions of section 69 of this  
3929 act, and (B) is enrolled or accepted for admission to such institution, and

3930 (11) for any student attending the state fire school who is enrolled in a  
3931 program at said school offered in coordination with a university that  
3932 accredits courses taken in such program, provided tuition waivers  
3933 issued pursuant to subdivisions (10) and (11) of this subsection shall be  
3934 limited to two hundred eligible persons per academic year. If any person  
3935 who receives a tuition waiver in accordance with the provisions of this  
3936 subsection also receives educational reimbursement from an employer,  
3937 such waiver shall be reduced by the amount of such educational  
3938 reimbursement. Veterans and members of the National Guard  
3939 described in subdivision (5) of this subsection shall be given the same  
3940 status as students not receiving tuition waivers in registering for courses  
3941 at Connecticut state universities. Notwithstanding the provisions of  
3942 section 10a-30, as used in this subsection, "domiciled in this state"  
3943 includes domicile for less than one year.

3944 Sec. 75. Subsection (e) of section 10a-105 of the 2026 supplement to  
3945 the general statutes is repealed and the following is substituted in lieu  
3946 thereof (*Effective July 1, 2027*):

3947 (e) Said board of trustees shall waive the payment of tuition fees for  
3948 any undergraduate or graduate degree program at The University of  
3949 Connecticut (1) for any dependent child of a person whom the armed  
3950 forces of the United States has declared to be missing in action or to have  
3951 been a prisoner of war while serving in such armed forces after January  
3952 1, 1960, which child has been accepted for admission to The University  
3953 of Connecticut and is a resident of the state at the time such child is  
3954 accepted for admission to said institution, (2) subject to the provisions  
3955 of subsection (f) of this section, for any veteran, as defined in section 27-  
3956 103, who performed service in time of war, as defined in section 27-103,  
3957 except that for purposes of this subsection, "service in time of war" shall  
3958 not include time spent in attendance at a military service academy,  
3959 which veteran has been accepted for admission to said institution and is  
3960 domiciled in this state at the time such veteran is accepted for admission  
3961 to said institution. Said board shall also waive for any such veteran the  
3962 payment of any extension fees under section 10a-26 for educational

3963 extension programs, (3) for any resident of the state sixty-two years of  
3964 age or older who has been accepted for admission to said institution,  
3965 provided (A) such resident is enrolled in a degree-granting program, or  
3966 (B) at the end of the regular registration period, there are enrolled in the  
3967 course a sufficient number of students other than those residents eligible  
3968 for waivers pursuant to this subdivision to offer the course in which  
3969 such resident intends to enroll and there is space available in such  
3970 course after accommodating all such students, (4) for any active member  
3971 of the Connecticut Army or Air National Guard who (A) has been  
3972 certified by the Adjutant General or such Adjutant General's designee  
3973 as a member in good standing of the guard, and (B) is enrolled or  
3974 accepted for admission to said institution on a full-time or part-time  
3975 basis in an undergraduate or graduate degree-granting program. Said  
3976 board shall also waive for any such member the payment of any  
3977 mandatory fees relating to such member's enrollment in said institution,  
3978 including, but not limited to, any extension fees under section 10a-26 for  
3979 educational extension programs, (5) for any dependent child of a (A)  
3980 police officer, as defined in section 7-294a, or supernumerary or  
3981 auxiliary police officer, (B) firefighter, as defined in section 7-323j, or  
3982 member of a volunteer fire company, (C) municipal employee, or (D)  
3983 state employee, as defined in section 5-154, killed in the line of duty, (6)  
3984 for any resident of the state who is the dependent child or surviving  
3985 spouse of a specified terrorist victim who was a resident of the state, (7)  
3986 for any dependent child of a resident of the state who was killed in a  
3987 multivehicle crash at or near the intersection of Routes 44 and 10 and  
3988 Nod Road in Avon on July 29, 2005, and (8) for any resident of the state  
3989 who is a dependent child or surviving spouse of a person who was  
3990 killed in action while performing active military duty with the armed  
3991 forces of the United States on or after September 11, 2001, and who was  
3992 a resident of this state. If any person who receives a tuition waiver in  
3993 accordance with the provisions of this subsection also receives  
3994 educational reimbursement from an employer, such waiver shall be  
3995 reduced by the amount of such educational reimbursement. Veterans  
3996 and members of the National Guard described in subdivision (4) of this  
3997 subsection shall be given the same status as students not receiving

3998 tuition waivers in registering for courses at The University of  
3999 Connecticut. Notwithstanding the provisions of section 10a-30, as used  
4000 in this subsection, "domiciled in this state" includes domicile for less  
4001 than one year.

4002 Sec. 76. (NEW) (*Effective January 1, 2027*) (a) As used in this section,  
4003 "first responder" has the same meaning as provided in section 69 of this  
4004 act.

4005 (b) The Connecticut Housing Finance Authority shall develop and  
4006 administer a program of mortgage assistance to first responders who  
4007 submit a compliance certification pursuant to the provisions of section  
4008 69 of this act as part of the application process to receive such mortgage  
4009 assistance. Such mortgage assistance shall be available to such first  
4010 responder under guidelines adopted by the authority for the purchase  
4011 of a home used as such first responder's principal residence in the  
4012 community served by such first responder. In making mortgage  
4013 assistance available under the program, the authority may utilize down  
4014 payment assistance or any other appropriate housing subsidies. The  
4015 terms of any mortgage assistance may allow the mortgagee to realize a  
4016 reasonable portion of any equity gain upon sale of the mortgaged  
4017 property.

4018 Sec. 77. (*Effective from passage*) (a) There is established a task force to  
4019 study issues relating to the recruitment and retention of public safety  
4020 personnel. Such study shall include, but need not be limited to, an  
4021 examination of the feasibility and fiscal impact of the state providing (1)  
4022 tuition waivers, mortgage assistance and tax credits to correction  
4023 officers and judicial marshals, (2) tuition waivers to the dependent  
4024 children of police officers, uniformed members of paid or volunteer fire  
4025 departments and emergency medical service personnel, (3) tuition  
4026 waivers for undergraduate and graduate degree programs at The  
4027 University of Connecticut to police officers, uniformed members of paid  
4028 or volunteer fire departments and emergency medical service  
4029 personnel, and (4) tuition vouchers to public safety personnel that can  
4030 be used at any accredited institution of higher education in the state.

- 4031 (b) The task force shall consist of the following members:
- 4032 (1) One appointed by the speaker of the House of Representatives,  
4033 who has expertise in public safety;
- 4034 (2) One appointed by the president pro tempore of the Senate, who is  
4035 a representative of the University of New Haven and has expertise in  
4036 higher education;
- 4037 (3) One appointed by the majority leader of the House of  
4038 Representatives;
- 4039 (4) One appointed by the majority leader of the Senate;
- 4040 (5) One appointed by the minority leader of the House of  
4041 Representatives;
- 4042 (6) One appointed by the minority leader of the Senate;
- 4043 (7) The Commissioner of Emergency Services and Public Protection,  
4044 or the commissioner's designee;
- 4045 (8) The Commissioner of Education, or the commissioner's designee;  
4046 and
- 4047 (9) The Chief Court Administrator, or the administrator's designee.
- 4048 (c) Any member of the task force appointed under subdivision (1),  
4049 (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member  
4050 of the General Assembly.
- 4051 (d) All initial appointments to the task force shall be made not later  
4052 than thirty days after the effective date of this section. Any vacancy shall  
4053 be filled by the appointing authority.
- 4054 (e) The speaker of the House of Representatives and the president pro  
4055 tempore of the Senate shall select the chairpersons of the task force from  
4056 among the members of the task force. Such chairpersons shall schedule

4057 the first meeting of the task force, which shall be held not later than sixty  
4058 days after the effective date of this section.

4059 (f) The administrative staff of the joint standing committee of the  
4060 General Assembly having cognizance of matters relating to public safety  
4061 and security shall serve as administrative staff of the task force.

4062 (g) Not later than January 1, 2027, the task force shall submit a report  
4063 on its findings and recommendations to the joint standing committee of  
4064 the General Assembly having cognizance of matters relating to public  
4065 safety and security, in accordance with the provisions of section 11-4a  
4066 of the general statutes. The task force shall terminate on the date that it  
4067 submits such report or January 1, 2027, whichever is later.

4068 Sec. 78. (*Effective from passage*) The Chief Workforce Officer shall  
4069 develop a plan for the establishment of a police officer and firefighter  
4070 career pipeline program that includes, but shall not be limited to: (1) A  
4071 strategy to increase the number of state residents pursuing careers as  
4072 police officers or firefighters, and (2) estimated funding needed to  
4073 support a police officer and firefighter career pipeline program. Not  
4074 later than January 1, 2027, the Chief Workforce Officer shall submit a  
4075 report on the plan, in accordance with the provisions of section 11-4a of  
4076 the general statutes, to the joint standing committees of the General  
4077 Assembly having cognizance of matters relating to public safety and  
4078 labor and public employees.

4079 Sec. 79. Section 10-236a of the general statutes is repealed. (*Effective*  
4080 *October 1, 2026*)"

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2026</i>	31-307
Sec. 2	<i>October 1, 2026</i>	31-40z
Sec. 3	<i>from passage</i>	New section
Sec. 4	<i>October 1, 2026</i>	31-51r
Sec. 5	<i>from passage</i>	New section

Sec. 6	October 1, 2026	21a-421d
Sec. 7	October 1, 2026	31-275(1)
Sec. 8	July 1, 2026	10-151(c) to (e)
Sec. 9	July 1, 2027	31-57g
Sec. 10	from passage	3-122a
Sec. 11	from passage	3-123bbb(i)
Sec. 12	from passage	5-259(a)
Sec. 13	July 1, 2026	10-153a
Sec. 14	from passage	New section
Sec. 15	October 1, 2026	New section
Sec. 16	July 1, 2026	New section
Sec. 17	July 1, 2026	New section
Sec. 18	October 1, 2026	29-221
Sec. 19	October 1, 2026	29-222
Sec. 20	October 1, 2026	29-223a(b)
Sec. 21	October 1, 2026	29-224(b)
Sec. 22	October 1, 2026	29-224b
Sec. 23	October 1, 2026	New section
Sec. 24	October 1, 2026	29-225
Sec. 25	July 1, 2026	New section
Sec. 26	from passage	New section
Sec. 27	October 1, 2026	31-3l
Sec. 28	from passage	New section
Sec. 29	from passage	New section
Sec. 30	October 1, 2026	New section
Sec. 31	October 1, 2026	New section
Sec. 32	October 1, 2026	31-40w
Sec. 33	October 1, 2026	19a-89e
Sec. 34	from passage	New section
Sec. 35	from passage	New section
Sec. 36	October 1, 2026	New section
Sec. 37	October 1, 2026	New section
Sec. 38	October 1, 2026	New section
Sec. 39	October 1, 2026	14-11k
Sec. 40	from passage	New section
Sec. 41	October 1, 2026	31-13a
Sec. 42	from passage	New section
Sec. 43	October 1, 2026	31-58(e)
Sec. 44	from passage	New section
Sec. 45	from passage	New section

Sec. 46	<i>from passage</i>	10a-156b(d)
Sec. 47	<i>July 1, 2027</i>	New section
Sec. 48	<i>July 1, 2027</i>	New section
Sec. 49	<i>July 1, 2027</i>	New section
Sec. 50	<i>October 1, 2026</i>	New section
Sec. 51	<i>October 1, 2026</i>	New section
Sec. 52	<i>October 1, 2026</i>	New section
Sec. 53	<i>from passage</i>	New section
Sec. 54	<i>July 1, 2026</i>	New section
Sec. 55	<i>July 1, 2026</i>	10-155k
Sec. 56	<i>from passage</i>	29-4(e)
Sec. 57	<i>October 1, 2026</i>	31-53
Sec. 58	<i>January 1, 2027</i>	New section
Sec. 59	<i>January 1, 2027</i>	31-72
Sec. 60	<i>July 1, 2026</i>	New section
Sec. 61	<i>January 1, 2027</i>	New section
Sec. 62	<i>July 1, 2026</i>	New section
Sec. 63	<i>July 1, 2026</i>	New section
Sec. 64	<i>October 1, 2026</i>	New section
Sec. 65	<i>form passage</i>	New section
Sec. 66	<i>October 1, 2026</i>	12-81x
Sec. 67	<i>from passage</i>	New section
Sec. 68	<i>October 1, 2026</i>	New section
Sec. 69	<i>July 1, 2026</i>	New section
Sec. 70	<i>October 1, 2026</i>	7-294d(a)
Sec. 71	<i>October 1, 2026</i>	7-3231(a)
Sec. 72	<i>October 1, 2026</i>	19a-177
Sec. 73	<i>July 1, 2027</i>	10a-77(d)
Sec. 74	<i>July 1, 2027</i>	10a-99(d)
Sec. 75	<i>July 1, 2027</i>	10a-105(e)
Sec. 76	<i>January 1, 2027</i>	New section
Sec. 77	<i>from passage</i>	New section
Sec. 78	<i>from passage</i>	New section
Sec. 79	<i>October 1, 2026</i>	Repealer section