



General Assembly

**Amendment**

February Session, 2026

LCO No. 4863



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 Section 31-307 of the general statutes is repealed and the  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 section 31-308 and subsection  
51 (a) of this section, if any injury for which compensation is provided  
52 under the provisions of this chapter results in total or partial incapacity  
53 to work as a result of any physical or negligent assault upon a health  
54 care provider or other employee of a health care facility or institution  
55 while such health care provider or other employee was acting in the  
56 discharge of such health care provider's or other employee's duties  
57 within the scope of such health care provider's or other employee's  
58 employment or under the direction of such health care provider's or  
59 other employee's employer, the injured health care provider or other  
60 employee shall be paid a weekly compensation equal to one hundred  
61 per cent of the injured health care provider's or other employee's  
62 average weekly earnings as of the date of the injury, calculated pursuant  
63 to section 31-310, after such earnings have been reduced by any  
64 deduction for federal or state taxes, or both, and for the federal  
65 Insurance Contributions Act made from such health care provider or  
66 employee's total wages received during the period of calculation of the  
67 health care provider or other employee's average weekly wage pursuant  
68 to section 31-310, provided the provisions of section 31-309 shall not  
69 apply to such weekly compensation. Such weekly compensation shall  
70 additionally include payment for any (1) expenses reasonably incurred  
71 by such health care provider or other employee for medical or other  
72 services necessary as a result of such assault, or (2) lost wages due to an  
73 absence due to a court appearance in connection with such assault. Any  
74 health care provider or other employee absent from employment as a  
75 result of injury sustained during an assault or for a court appearance in  
76 connection with such assault shall continue to receive such health care  
77 provider's or other employee's full salary, while so absent, except that  
78 the amount of any workers' compensation award may be deducted from  
79 salary payments during such absence. The time of such absence shall  
80 not be charged against such health care provider's or other employee's

81 sick leave, vacation time or personal leave days. For purposes of this  
82 subsection, "health care provider" means an individual directly or  
83 indirectly employed by, or volunteering for, a health care facility or  
84 institution or a state agency and who (A) is involved in direct patient  
85 care, or (B) has direct contact with the patient or patient's family when  
86 either (i) collecting or processing information for patients forms and  
87 records, or (ii) escorting or directing the patient or patient's family on  
88 the health care employer's premises, and "health care facility or  
89 institution" means a hospital, nursing home, rest home, home health  
90 care agency, home health aide agency, emergency medical services  
91 organization, assisted living services agency, outpatient clinic,  
92 outpatient surgical facility, community health center, urgent care  
93 facility, medical office owned or operated exclusively by a person or  
94 persons licensed pursuant to section 20-13, dental office and infirmary  
95 operated by an education institution for the care of students enrolled in,  
96 and faculty and employees of, such institution, except "health care  
97 facility or institution" does not include Whiting Forensic Hospital.

98 (f) Notwithstanding the provisions of section 31-308 and subsection  
99 (a) of this section, if any injury for which compensation is provided  
100 under the provisions of this chapter results in total or partial incapacity  
101 to work as a result of any physical or negligent assault upon any  
102 member of a board of education, the State Board of Education, the Board  
103 of Regents of Higher Education or the Board of Trustees for The  
104 University of Connecticut or any teacher employed by such boards or  
105 other employee of such boards while such member, teacher or other  
106 employee was acting in the discharge of such member's, teacher's or  
107 other employee's duties within the scope of such member's, teacher's or  
108 other employee's employment or under the direction of such member's,  
109 teacher's or other employee's employer, the injured member, teacher or  
110 other employee shall be paid a weekly compensation equal to one  
111 hundred per cent of the injured member's, teacher's or other employee's  
112 average weekly earnings as of the date of the injury, calculated pursuant  
113 to section 31-310, after such earnings have been reduced by any  
114 deduction for federal or state taxes, or both, and for the federal

115 Insurance Contributions Act made from such member's, teacher's or  
116 other employee's total wages received during the period of calculation  
117 of the member's, teacher's or other employee's average weekly wage  
118 pursuant to section 31-310, provided the provisions of section 31-309  
119 shall not apply to such weekly compensation. Such weekly  
120 compensation shall additionally include payment for any (1) expenses  
121 reasonably incurred by such member, teacher or other employee for  
122 medical or other services necessary as a result of such assault, or (2) lost  
123 wages due to an absence due to a court appearance in connection with  
124 such assault. Any member, teacher or other employee absent from  
125 employment as a result of injury sustained during an assault or for a  
126 court appearance in connection with such assault shall continue to  
127 receive such member's, teacher's or other employee's full salary, while  
128 so absent, except that the amount of any workers' compensation award  
129 may be deducted from salary payments during such absence. The time  
130 of such absence shall not be charged against such member's, teacher's or  
131 employee's sick leave, vacation time or personal leave days. For  
132 purposes of this subsection, "teacher" and "other employee" include any  
133 student completing a student teaching experience under the direction of  
134 a teacher employed by a local or regional board of education or by the  
135 State Board of Education or Board of Governors or Higher Education,  
136 and any member of the faculty or staff or any student employment by  
137 The University of Connecticut Health Center or health services.

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

140 (a) As used in this section:

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

144 [(1)] (2) "Employer" means any individual, corporation, limited  
145 liability company, firm, partnership, voluntary association, joint stock  
146 association, the state and any political subdivision thereof and any

147 public corporation within the state using the services of one or more  
148 employees for pay;

149 [(2)] (3) "Employee" means any individual employed or permitted to  
150 work by an employer;

151 [(3)] (4) "Wages" means compensation for labor or services rendered  
152 by an employee, whether the amount is determined on a time, task,  
153 piece, commission or other basis of calculation; and

154 [(4)] (5) "Wage range" means the range of wages an employer  
155 [anticipates relying on when setting wages] sets in good faith for a  
156 position, and may include reference to any applicable pay scale,  
157 previously determined range of wages for the position, actual range of  
158 wages for those employees currently holding comparable positions or  
159 the employer's budgeted amount for the position.

160 (b) No employer shall:

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

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

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

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

175 (5) Inquire or direct a third party to inquire about a prospective

176 employee's wage and salary history unless a prospective employee has  
177 voluntarily disclosed such information, except that this subdivision  
178 shall not apply to any actions taken by an employer, employment  
179 agency or employee or agent thereof pursuant to any federal or state law  
180 that specifically authorizes the disclosure or verification of salary  
181 history for employment purposes. Nothing in this section shall prohibit  
182 an employer from inquiring about other elements of a prospective  
183 employee's compensation structure, as long as such employer does not  
184 inquire about the value of the elements of such compensation structure;

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

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

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

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

206 (10) Fail or refuse to disclose in an internal or public job

207 advertisement for a position the wages or wage range for such position  
208 and a general description of the benefits to be offered with such position;  
209 or

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

215 (c) Nothing in this section shall be construed to require any employer  
216 or employee to disclose the amount of wages paid to any employee.

217 (d) An action to redress a violation of subsection (b) of this section  
218 may be maintained in any court of competent jurisdiction by any one or  
219 more employees or prospective employees. An employer who violates  
220 subsection (b) of this section may be found liable for compensatory  
221 damages, attorney's fees and costs, punitive damages, and such legal  
222 and equitable relief as the court deems just and proper.

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

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

231 Sec. 3. (*Effective from passage*) (a) There is established a working group  
232 to study the feasibility and considerations necessary to implement a  
233 system (1) for health care providers with an electronic health records  
234 system capable of connecting to and participating in the State-wide  
235 Health Information Exchange, as specified in section 17b-59e of the  
236 general statutes, to report to said exchange incidences of patient  
237 violence directed at a health care provider, and (2) that alerts a health

238 care provider with such electronic health records system when the  
239 provider accepts a new patient or has a scheduled visit with an existing  
240 patient who has a documented history of any such incidence.

241 (b) The working group shall consist of the following members: (1)  
242 Three members appointed by each chairperson of the joint standing  
243 committee of the General Assembly having cognizance of matters  
244 relating to public health, and (2) two members appointed by each  
245 ranking member of the joint standing committee of the General  
246 Assembly having cognizance of matters relating to public health. The  
247 chairpersons of the joint standing committee of the General Assembly  
248 having cognizance of matters relating to public health shall select the  
249 chairpersons of the task force from among the members of the task force.

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

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

257 (a) As used in this section:

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

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

263 (3) "Employment promissory note" means any instrument or  
264 agreement executed on or after October 1, [1985] 2026, which requires  
265 an employee to pay the employer, or [his] such employer's agent or  
266 assignee, a sum of money if the employee leaves such employment  
267 before the passage of a stated period of time. "Employment promissory

268 note" includes any such instrument or agreement which states such  
269 payment of moneys constitutes reimbursement for training previously  
270 provided to the employee.

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

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

287 Sec. 5. (*Effective from passage*) (a) There is established a task force to  
288 study additional services, funding and benefits that may be utilized in  
289 order to support persons with disabilities who earn less than the  
290 minimum wage pursuant to Section 14(c) of the Fair Labor Standards  
291 Act of 1937, 29 USC 214(c). The task force shall (1) examine potential  
292 benefits and existing impediments to the state in utilizing such  
293 additional services for such persons, and (2) make recommendations on  
294 funding sources and benefits the state can provide to support such  
295 persons.

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

297 (1) The chairpersons and ranking members of the joint standing  
298 committee of the General Assembly having cognizance of matters

- 299 relating to labor and public employees, or their designees;
- 300 (2) The chairpersons and ranking members of the joint standing  
301 committee of the General Assembly having cognizance of matters  
302 relating to human services, or their designees;
- 303 (3) One appointed by the speaker of the House of Representatives,  
304 who has expertise in the employment of persons with disabilities;
- 305 (4) One appointed by the president pro tempore of the Senate, who is  
306 a member of an organization that advocates for persons with  
307 disabilities;
- 308 (5) One appointed by the majority leader of the House of  
309 Representatives;
- 310 (6) One appointed by the majority leader of the Senate;
- 311 (7) One appointed by the minority leader of the House of  
312 Representatives;
- 313 (8) One appointed by the minority leader of the Senate;
- 314 (9) The Commissioner of Aging and Disability Services, or the  
315 commissioner's designee;
- 316 (10) The Labor Commissioner, or the commissioner's designee;
- 317 (11) The Commissioner of Developmental Services, or the  
318 commissioner's designee; and
- 319 (12) The Commissioner of Administrative Services, or the  
320 commissioner's designee.
- 321 (c) Any member of the task force appointed under subdivision (3),  
322 (4), (5), (6), (7) or (8) of subsection (b) of this section may be a member  
323 of the General Assembly.
- 324 (d) At least two members of the task force appointed under

325 subdivision (3), (4), (5), (6), (7) or (8) of subsection (b) of this section shall  
326 be a parent of a person with disabilities who earns less than the  
327 minimum wage pursuant to Section 14(c) of the Fair Labor Standards  
328 Act of 1938, 29 USC 214(c).

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

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

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

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

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

350 (a) As used in this section:

351 (1) "Bona fide labor organization" means (A) with respect to a labor  
352 peace agreement entered into on or before September 30, 2023, a labor  
353 union that (i) represents employees in this state with regard to wages,  
354 hours and working conditions, (ii) whose officers have been elected by

355 a secret ballot or otherwise in a manner consistent with federal law, (iii)  
356 is free of domination or interference by any employer and has received  
357 no improper assistance or support from any employer, and (iv) is  
358 actively seeking to represent cannabis workers in the state, and (B) with  
359 respect to a labor peace agreement entered into on or after October 1,  
360 2023, a labor union that is included on the list established and  
361 periodically updated by the department pursuant to subsection (b) of  
362 this section;

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

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

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

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

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

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

- 385 (B) Satisfies at least two of the following criteria:
- 386 (i) Such labor union represents employees in this state with regard to  
387 wages, hours and working conditions;
- 388 (ii) Such labor union has been recognized or certified as the  
389 bargaining representative for cannabis employees employed at cannabis  
390 establishments in this state;
- 391 (iii) Such labor union has executed one or more collective bargaining  
392 agreements with cannabis establishment employers in this state, which  
393 agreement or agreements remain effective on the date of such labor  
394 union's application under this subsection; or
- 395 (iv) Such labor union has spent resources as part of one or more  
396 attempts to organize and represent cannabis workers employed at  
397 cannabis establishments in the state, which attempt or attempts remain  
398 active on the date of such labor union's application under this  
399 subsection;
- 400 (C) Has filed the annual report required by 29 USC 431(b) for the  
401 three years immediately preceding the date of such labor union's  
402 application under this subsection;
- 403 (D) Has audited financial reports covering the three years  
404 immediately preceding the date of such labor union's application under  
405 this subsection;
- 406 (E) Was governed by a written constitution or bylaws for the three  
407 years immediately preceding the date of such labor union's application  
408 under this subsection;
- 409 (F) Is affiliated with regional or national associations of unions,  
410 including, but not limited to, central labor councils;
- 411 (G) Is overseen by officers elected by secret ballot or otherwise in a  
412 manner consistent with federal law;

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

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

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

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

427 (c) Any provisional cannabis establishment licensee, dispensary  
428 facility or producer shall, as a condition of its final license approval,  
429 license conversion or approval for expanded authorization,  
430 respectively, enter into a labor peace agreement with a bona fide labor  
431 organization. Any such labor peace agreement shall contain a clause  
432 that the parties agree that final and binding arbitration by a neutral  
433 arbitrator will be the exclusive remedy for any violation of such  
434 agreement.

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

441 (e) A licensee or bona fide labor organization may commence a civil  
442 action in the Superior Court in the judicial district where the facility  
443 used in the operation of a cannabis establishment is located to enforce

444 the arbitration award or to lift the license suspension. The license shall  
445 remain suspended until such time that: (1) The arbitrator notifies, or  
446 both of the parties to the arbitration notify, the department that the  
447 licensee is in compliance with the arbitration award; (2) both of the  
448 parties to the arbitration notify the department that they have  
449 satisfactorily resolved their dispute; (3) the court, after hearing, lifts the  
450 suspension; or (4) the court, after hearing, orders alternative remedies,  
451 which may include, but need not be limited to, ordering the department  
452 to revoke the license or ordering the appointment of a receiver to  
453 properly dispose of any cannabis inventory. Except as provided in  
454 subsection (f) of this section, during such time that a license is  
455 suspended pursuant to this section, the licensee may engage in conduct  
456 necessary to maintain and secure the cannabis inventory, but may not  
457 sell, transport or transfer cannabis to another cannabis establishment,  
458 consumer or laboratory, unless such sale or transfer is associated with a  
459 voluntary surrender of license and a cannabis disposition plan  
460 approved by the commissioner.

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

466 (g) The Labor Commissioner shall not recognize, as part of the  
467 minimum fair wage, gratuities for persons employed at a cannabis  
468 establishment, dispensary facility or producer. Any cannabis  
469 establishment, dispensary facility or producer who pays or agrees to  
470 pay an employee less than the minimum fair wage shall be in violation  
471 of section 31-60. For purposes of this subsection, "minimum fair wage"  
472 has the same meaning as provided in section 31-58, as amended by this  
473 act.

474 Sec. 7. Subdivision (1) of section 31-275 of the general statutes is  
475 repealed and the following is substituted in lieu thereof (*Effective October*  
476 *1, 2026*):

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

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

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

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

506 (iv) For an employee of a public works department, (I) when such  
507 employee is subject to emergency calls while off duty by the terms of  
508 such employee's employment, (II) when responding to a direct order to

509 appear at such employee's work assignment under circumstances in  
510 which nonessential employees are excused from working, or (III)  
511 following two or more mandatory overtime work shifts on consecutive  
512 days, "in the course of his employment" encompasses such individual's  
513 departure from such individual's place of abode directly to duty, such  
514 individual's duty, and the return directly to such individual's place of  
515 abode after duty. For purposes of this subparagraph, "public works  
516 department" means a state or municipal department responsible for the  
517 construction, regulation or maintenance of all things in the nature of  
518 public works and improvements;

519 [(iv)] (v) Notwithstanding the provisions of clauses (i) and (ii) of this  
520 subparagraph, the dependents of any deceased employee of the  
521 Department of Correction who was injured in the course of his  
522 employment, as defined in this subparagraph, on or after July 1, 2000,  
523 and who died not later than July 15, 2000, shall be paid compensation  
524 on account of the death, in accordance with the provisions of section 31-  
525 306, retroactively to the date of the employee's death. The cost of the  
526 payment shall be paid by the employer or its insurance carrier which  
527 shall be reimbursed for such cost from the Second Injury Fund as  
528 provided in section 31-354 upon presentation of any vouchers and  
529 information that the Treasurer may require;

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

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

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

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

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

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

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

563 (c) The contract of employment of a teacher who has not attained  
564 tenure may be terminated at any time for any of the reasons enumerated  
565 in subdivisions (1) to (6), inclusive, of subsection (d) of this section;  
566 otherwise the contract of such teacher shall be continued into the next  
567 school year unless such teacher receives written notice by May first in  
568 one school year that such contract will not be renewed for the following  
569 year. Upon the teacher's written request, not later than three calendar  
570 days after such teacher receives such notice of nonrenewal or  
571 termination, a notice of nonrenewal or termination shall be

572 supplemented not later than four calendar days after receipt of the  
573 request by a statement of the reason or reasons for such nonrenewal or  
574 termination. Such teacher, upon written request filed with the board of  
575 education not later than ten calendar days after the receipt of notice of  
576 termination, or nonrenewal shall be entitled to a hearing, except as  
577 provided in this subsection, (1) before the board, or (2) if indicated in  
578 such request and if designated by the board, before an impartial hearing  
579 officer chosen by the teacher and the superintendent in accordance with  
580 the provisions of subsection (d) of this section. Such hearing shall  
581 commence not later than fifteen calendar days after receipt of such  
582 request unless the parties mutually agree to an extension not to exceed  
583 fifteen calendar days. The impartial hearing officer or a subcommittee  
584 of the board of education, if the board of education designates a  
585 subcommittee of three or more board members to conduct hearings,  
586 shall submit written findings and recommendations to the board for  
587 final disposition. The teacher shall have the right to appear with counsel  
588 of the teacher's choice at the hearing. A teacher who has not attained  
589 tenure shall not be entitled to a hearing concerning nonrenewal if the  
590 reason for such nonrenewal is either elimination of position or loss of  
591 position to another teacher. The board of education shall rescind a  
592 nonrenewal decision only if the board finds such decision to be arbitrary  
593 and capricious. Any such teacher whose contract is terminated for the  
594 reasons enumerated in subdivisions (3) and (4) of subsection (d) of this  
595 section shall have the right to appeal in accordance with the provisions  
596 of subsection (e) of this section.

597 (d) The contract of employment of a teacher who has attained tenure  
598 shall be continued from school year to school year, except that it may be  
599 terminated at any time for one or more of the following reasons: (1)  
600 Inefficiency, incompetence or ineffectiveness, provided, if a teacher is  
601 notified on or after July 1, 2014, that termination is under consideration  
602 due to incompetence or ineffectiveness, the determination of  
603 incompetence or ineffectiveness is based on evaluation of the teacher  
604 using teacher evaluation guidelines established pursuant to section 10-  
605 151b; (2) insubordination against reasonable rules of the board of

606 education; (3) moral misconduct; (4) disability, as shown by competent  
607 medical evidence; (5) elimination of the position to which the teacher  
608 was appointed or loss of a position to another teacher, if no other  
609 position exists to which such teacher may be appointed if qualified,  
610 provided such teacher, if qualified, shall be appointed to a position held  
611 by a teacher who has not attained tenure, and provided further that  
612 determination of the individual contract or contracts of employment to  
613 be terminated shall be made in accordance with either (A) a provision  
614 for a layoff procedure agreed upon by the board of education and the  
615 exclusive employees' representative organization, or (B) in the absence  
616 of such agreement, a written policy of the board of education; or (6)  
617 other due and sufficient [cause] reasons. The standard of review for all  
618 such reasons shall be the same standard applied in other disciplinary  
619 actions under the terms of such teacher's collective bargaining  
620 agreement. Nothing in this section or in any other section of the general  
621 statutes or of any special act shall preclude a board of education from  
622 making an agreement with an exclusive bargaining representative  
623 which contains a recall provision. Prior to terminating a contract, the  
624 superintendent shall give the teacher concerned a written notice that  
625 termination of such teacher's contract is under consideration and give  
626 such teacher a statement of the reasons for such consideration of  
627 termination. Not later than ten calendar days after receipt of written  
628 notice by the superintendent that contract termination is under  
629 consideration, such teacher may file with the local or regional board of  
630 education a written request for a hearing. [A board of education may  
631 designate a subcommittee of three or more board members to conduct  
632 hearings and submit written findings and recommendations to the  
633 board for final disposition in the case of teachers whose contracts are  
634 terminated.] Such hearing shall commence not later than fifteen  
635 calendar days after receipt of such request, unless the parties mutually  
636 agree to an extension [,] not to exceed fifteen calendar days, [(A) before  
637 the board of education or a subcommittee of the board, or (B) if indicated  
638 in such request or if designated by the board] before an impartial  
639 hearing officer chosen by the teacher and the superintendent. If the  
640 parties are unable to agree upon the choice of a hearing officer not later

641 than five calendar days after the decision to use a hearing officer, the  
642 hearing officer shall be selected with the assistance of the American  
643 Arbitration Association using its expedited selection process and in  
644 accordance with its rules for selection of a neutral arbitrator in grievance  
645 arbitration. [If the hearing officer is not selected with the assistance of  
646 such association after five days, the hearing shall be held before the  
647 board of education or a subcommittee of the board.] When the reason  
648 for termination is incompetence or ineffectiveness, the hearing shall [(i)]  
649 (A) address the question of whether the performance evaluation ratings  
650 of the teacher were determined in good faith in accordance with the  
651 program adopted by the local or regional board of education pursuant  
652 to section 10-151b and were reasonable in light of the evidence  
653 presented, and [(ii)] (B) be limited to twelve total hours of evidence and  
654 testimony, with each side allowed not more than six hours to present  
655 evidence and testimony except the [board, subcommittee of the board  
656 or] impartial hearing officer may extend the time period for evidence  
657 and testimony at the hearing when good cause is shown. Not later than  
658 forty-five calendar days after receipt of the request for a hearing, the  
659 [subcommittee of the board or] hearing officer, unless the parties  
660 mutually agree to an extension not to exceed fifteen calendar days, shall  
661 [submit written findings and a recommendation to the board of  
662 education as to the disposition of the charges against the teacher and  
663 shall send a copy of such findings and recommendation to the teacher.  
664 The board of education shall give the teacher concerned its written  
665 decision not later than fifteen calendar days after receipt of the written  
666 recommendation of the subcommittee or hearing officer] render to the  
667 board of education and the teacher a written disposition that shall be  
668 binding on the parties. Each party shall share equally the fee of the  
669 hearing officer and all other costs incidental to the hearing. [If the  
670 hearing is before the board of education, the board shall render its  
671 decision not later than fifteen calendar days after the close of such  
672 hearing and shall send a copy of its decision to the teacher.] The hearing  
673 shall be public if the teacher so requests. [or the board, subcommittee or  
674 hearing officer so designates.] The teacher concerned shall have the right  
675 to appear with counsel at the hearing, whether public or private. [A

676 copy of a transcript of the proceedings of the hearing shall be furnished  
677 by the board of education, upon written request by the teacher within  
678 fifteen days after the board's decision, provided the teacher shall assume  
679 the cost of any such copy.] Either party shall have the right to request a  
680 copy of the transcript and shall bear the cost of any such copy. Nothing  
681 [herein] contained in this section shall deprive a board of education or  
682 superintendent of the power to suspend a teacher from duty  
683 immediately when serious misconduct is charged without prejudice to  
684 the rights of the teacher as otherwise provided in this section.

685 (e) (1) Any teacher or board of education aggrieved by the [decision  
686 of a board of education] award of the hearing officer after a hearing as  
687 provided in subsection (d) of this section may [appeal therefrom, not  
688 later than thirty calendar days after such decision, to the Superior Court.  
689 Such appeal shall be made returnable to said court in the same manner  
690 as is prescribed for civil actions brought to said court] make an  
691 application to the Superior Court to confirm, vacate or modify such  
692 award pursuant to section 52-417 to 52-419, inclusive. Any such [appeal]  
693 application shall be a privileged case to be heard by the court as soon  
694 after the return day as is practicable. The teacher or board of education  
695 shall file with the court a copy of the complete transcript of the  
696 proceedings of the hearing, [and the minutes of board of education  
697 meetings relating to such termination, including the vote of the board  
698 on the termination,] together with such other documents, or certified  
699 copies thereof, as shall constitute the record of the case.

700 (2) Any teacher, who has not attained tenure, aggrieved by the  
701 decision of a board of education after a hearing as provided in  
702 subsection (c) of this section may appeal therefrom, not later than thirty  
703 calendar days after such decision, to the Superior Court. Such appeal  
704 shall be made returnable to said court in the same manner as is  
705 prescribed for civil actions brought to said court. Any such appeal shall  
706 be a privileged case to be heard by the court as soon after the return day  
707 as is practicable. The board of education shall file with the court a copy  
708 of the complete transcript of the proceedings of the hearing, and the

709 minutes of the board of education relating to such termination,  
710 including the vote of the board on the termination, together with such  
711 other documents, or certified copies thereof, as shall constitute the  
712 record of the case. The court, upon such appeal, shall review the  
713 proceedings of such hearing. The court, upon such appeal and hearing  
714 thereon, may affirm or reverse the decision appealed from in accordance  
715 with subsection (j) of section 4-183. Costs shall not be allowed against  
716 the board of education unless it appears to the court that it acted with  
717 gross negligence or in bad faith or with malice in making the decision  
718 appealed from.

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

721 (a) (1) "Awarding authority" means any person, including a  
722 contractor or subcontractor, that (A) awards or otherwise enters into a  
723 contract or subcontract to perform (i) food and beverage services at  
724 Bradley International Airport, or (ii) on and after July 1, 2027, services  
725 at a covered location, or (B) contracts to sell or transfer control of a  
726 property where employees or service workers were employed at any  
727 time during the ninety-day period preceding such sale or transfer.  
728 "Awarding authority" does not include the federal government or the  
729 state.

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

733 (3) "Covered location" includes the following locations: (A)  
734 Multifamily residential building or complex with fifty or more units, (B)  
735 a commercial center or complex or office building occupying more than  
736 seventy-five thousand square feet, (C) municipal office building or  
737 facility, (D) public or nonpublic school, (E) cultural center or complex,  
738 including a museum, convention center, arena or performance hall, (F)  
739 shopping mall or bank branch, (G) industrial site, (H) pharmaceutical  
740 lab, (I) Bradley International Airport, (J) train station, (K) warehouse,

741 distribution center or other facility in which the primary purpose is the  
742 storage or distribution of general merchandise, refrigerated goods or  
743 other products, and (L) independent institution of higher education.  
744 "Covered location" does not include general aviation airports or other  
745 airports.

746 [(3)] (4) "Employee" means any person engaged to perform food and  
747 beverage services at Bradley International Airport pursuant to a service  
748 contract, but does not include a person who is (A) a managerial,  
749 supervisory or confidential employee, including any person who would  
750 be so defined under the federal Fair Labor Standards Act, or (B)  
751 employed for less than fifteen hours per week.

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

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

758 (7) "Other airports" has the same meaning as provided in section 15-  
759 120aa.

760 [(4)] (8) "Person" means any individual, proprietorship, partnership,  
761 joint venture, corporation, limited liability company, trust association or  
762 other entity that may employ or enter into other contracts, [including]  
763 but does not include the federal government or the state, [and its  
764 political subdivisions.]

765 [(5)] (9) "Service contract" means a contract for the performance of (A)  
766 food and beverage services by an employee at Bradley International  
767 Airport, let by the awarding authority [(A)] (i) after July 1, 2001, and  
768 before July 1, 2002, provided the successor contractor had actual  
769 knowledge of the pendency in the General Assembly of proposed  
770 legislation with content similar to this section, or [(B)] (ii) on or after July  
771 1, 2002, or (B) services by a service worker at a covered location, let by

772 the awarding authority on or after July 1, 2027.

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

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

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

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

790 (11) "Successor employer" means (A) an employer that has (i) been  
791 awarded a successor service contract, or (ii) purchased or acquired  
792 control of a property where employees or service workers were  
793 employed at any time during the ninety-day period preceding the sale  
794 or transfer of such property, or (B) an awarding authority that has hired  
795 employees or service workers to perform services substantially the same  
796 as services previously provided under a terminated or nonrenewed  
797 service contract.

798 [(6)] (12) "Successor service contract" means a service contract with  
799 the awarding authority under which substantially the same services to  
800 be performed have previously been rendered to the awarding authority  
801 as part of the same program or at the same facility under another service  
802 contract or have previously been rendered by the awarding authority's

803 own employees or service workers.

804 [(7)] (13) "Terminated contractor" means a contractor whose service  
805 contract expires without renewal or whose contract is terminated, and  
806 includes the awarding authority itself when (A) work previously  
807 rendered by the awarding authority's own employees or service  
808 workers is the subject of a successor service contract, or (B) the awarding  
809 authority sells or transfers a property where employees or service  
810 workers were employed at any time during the ninety-day period  
811 preceding the sale or transfer of such property.

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

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

836 (B) The terminated contractor shall, not later than three days after  
837 receipt of such notice, provide the successor [contractor] employer with  
838 the name, date of hire and employment occupation classification of each  
839 [person] employee or service worker employed by the terminated  
840 contractor at the site or sites covered by the service contract or contract  
841 to sell or transfer property as of the date the terminated contractor  
842 receives [the] such notice. [of termination or nonrenewal.]

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

854 (3) If the awarding authority fails to notify the terminated contractor  
855 of the identity of the successor [contractor] employer, as required by  
856 subdivision (1) of this subsection, the terminated contractor shall  
857 provide the information described in subdivision (2) of this subsection  
858 to the awarding authority not later than three days after receiving notice  
859 [that the service contract will be terminated] from the awarding  
860 authority pursuant to subdivision (1) of this subsection. The awarding  
861 authority shall be responsible for providing such information to the  
862 successor [contractor] employer as soon as the successor [contractor]  
863 employer has been selected.

864 (4) (A) Except as provided in [subparagraph (D)] subparagraphs (D)  
865 and (E) of this subdivision, a successor [contractor] employer shall  
866 retain, for at least ninety days from the date of first performance of  
867 services (i) under the successor service contract, or (ii) following the date  
868 of the sale or transfer of a property, all of the employees or service

869 workers who were continuously employed by the terminated contractor  
870 at the site or sites covered by the service contract or the contract to sell  
871 or transfer property during the [six-month] ninety-day period  
872 immediately preceding the termination or nonrenewal of such service  
873 contract, start of the successor service contract or sale or transfer of such  
874 property, including any periods of layoff or leave with recall rights.

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

888 (C) At least five days prior to the termination of a service contract, or  
889 at least fifteen days prior to the commencement of the first performance  
890 of service (i) under a successor service contract, or (ii) following the date  
891 of the sale or transfer of a property, whichever is later, the successor  
892 [contractor] employer shall hand-deliver a written offer of employment  
893 in substantially the form set forth below to each such employee or  
894 service worker in such employee's or service worker's native language  
895 or any other language in which such employee or service worker is  
896 fluent:

897 "IMPORTANT INFORMATION REGARDING YOUR  
898 EMPLOYMENT

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

900 We have received information that you are employed by .... (name of  
901 [predecessor] terminated contractor) and are currently performing work  
902 at .... (address of worksite) .... (name of [predecessor] terminated  
903 contractor's) contract to perform .... (describe services under contract) at  
904 .... (address of worksite) will terminate as of .... (last day of predecessor  
905 contract or date of the sale or transfer of property) and it will no longer  
906 be providing those services as of that date.

907 We are .... (name of successor [contractor] employer) and have been  
908 hired to provide services similar to those of or have purchased or  
909 acquired the property of .... (name of [predecessor] terminated  
910 contractor) at .... (address of worksite). We are offering you a job with  
911 us for a ninety-day [probationary] transition period starting .... (first day  
912 of successor contract or date of the start of services following the sale or  
913 transfer of property) to perform the same type of work that you have  
914 already been doing for .... (name of [predecessor] terminated contractor)  
915 under the following terms:

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

917 Hours per shift: ....

918 Total hours per week: ....

919 Benefits: ....

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

926 Connecticut state law gives you the following rights:

927 1. You have the right with certain exceptions, to be hired by our  
928 company for the first ninety days that we begin to provide services at ....

929 (address of worksite).

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

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

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

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

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

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

941 (D) The provisions of subparagraphs (A) and (B) of this subdivision  
942 shall not be construed to require a successor [contractor] employer to (i)  
943 retain any employee or service worker whose attendance and  
944 performance records, while working under the terminated service  
945 contract, would lead a reasonably prudent employer to terminate the  
946 employee, or (ii) retain employees or services workers of the terminated  
947 contractor if the performance of the successor service contract can be  
948 fulfilled by the successor employer's own employees or service workers.

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

955 (5) If at any time a successor [contractor] employer determines that  
956 fewer employees or service workers are required to perform (A) the  
957 successor service contract, or (B) services at the purchased or acquired

958 property than were required by the terminated contractor, the successor  
959 [contractor] employer shall be required to retain such employees or  
960 service workers by seniority within each job classification, based upon  
961 the employees' total length of service at the affected site or sites.

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

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

974 (8) [If the performance of an employee retained pursuant to this  
975 section is satisfactory during the ninety-day period, the successor  
976 contractor] After such ninety-day period, the successor employer shall  
977 provide each employee or service worker retained pursuant to this  
978 section a performance evaluation. If the performance of such employee  
979 or service worker is satisfactory during the ninety-day period, the  
980 successor employer shall offer the employee or service worker  
981 continued employment under the terms and conditions established by  
982 the successor contractor, or as required by law.

983 (c) (1) An employee or service worker, or a group of employees or  
984 service workers, displaced or terminated in violation of this section, or  
985 such employee's or service worker's collective bargaining  
986 representative, may bring an action in Superior Court against the  
987 awarding authority, the terminated contractor or the successor  
988 [contractor] employer, jointly or severally, to recover damages for any  
989 violation of the obligations imposed under this section or file a

990 complaint with the Labor Commissioner alleging a violation of the  
991 provisions of this section, provided no employee or service worker,  
992 group of employees or service workers or such employee's or service  
993 worker's collective bargaining representative shall file a complaint with  
994 the Labor Commissioner based on the same facts and circumstances as  
995 a civil action brought pursuant to this subdivision, except where such  
996 action has been withdrawn or dismissed without prejudice. No  
997 employee or service worker, group of employees or service workers or  
998 such employee's or service worker's collective bargaining representative  
999 shall be required to exhaust their administrative remedies prior to  
1000 bringing a civil action pursuant to this subdivision.

1001 (2) If [the employee prevails in such action,] the court or  
1002 commissioner finds that the awarding authority, the terminated  
1003 contractor or the successor employer has violated the provisions of this  
1004 section, the commissioner may award the employee or service worker  
1005 (A) back pay, including the value of benefits, for each day during which  
1006 the violation continues, that shall be calculated at a rate of compensation  
1007 not less than the higher of (i) the average regular rate of pay received by  
1008 the employee or service worker during the last year of employment in  
1009 the same job occupation classification, or, if the employee or service  
1010 worker has been employed for less than one year, the average rate of  
1011 pay for the employee's or service worker's entire employment  
1012 multiplied by the average number of hours worked per day over the last  
1013 four months of employment preceding the date of the violation, or (ii)  
1014 the final regular rate of pay received by the employee or service worker  
1015 at the date of termination multiplied by the average number of hours  
1016 worked per day over the last four months, [and] any such calculation  
1017 shall include interest on such back pay at a rate to be determined by the  
1018 court or the commissioner, (B) reinstatement to the employee's or  
1019 service worker's former position at not less than the most recent rate of  
1020 compensation received by the employee or service worker, including  
1021 the value of any benefits, (C) compensatory damages, and (D)  
1022 reasonable attorney's fees and costs.

1023 [(3) If the employee prevails in such action, the court shall award the  
1024 employee reasonable attorney fees and costs.

1025 (4) Nothing in this subsection shall be construed to limit an  
1026 employee's right to bring a common law cause of action for wrongful  
1027 termination against the awarding authority, the terminated contractor  
1028 or the successor contractor.]

1029 (d) (1) [Any awarding authority or contractor who knowingly  
1030 violates] A successor employer that fails to retain or discharges an  
1031 employee or service worker in violation of the provisions of this section  
1032 shall pay a penalty [not to exceed one hundred] of not less than five  
1033 hundred dollars and not more than one thousand dollars per employee  
1034 or service worker for each day the violation continues.

1035 (2) An awarding authority or terminated contractor that violates the  
1036 notice provisions of subdivisions (1) to (3), inclusive, of subsection (b) of  
1037 this section shall pay a penalty of not less than fifty dollars and not more  
1038 than two hundred dollars per employee or service worker for each day  
1039 the violation continues.

1040 (e) Any party aggrieved by the decision of the commissioner may  
1041 appeal the decision to the Superior Court in accordance with the  
1042 provisions of chapter 54.

1043 (f) The Labor Commissioner may request the Attorney General to  
1044 bring an action in the Superior Court to recover damages pursuant to  
1045 subdivision (2) of subsection (c) of this section on behalf of any  
1046 employee or service worker injured by a violation of this section and  
1047 any injunctive or equitable relief as the court deems appropriate.

1048 Sec. 10. Section 3-122a of the 2026 supplement to the general statutes  
1049 is repealed and the following is substituted in lieu thereof (*Effective from*  
1050 *passage*):

1051 (a) For purposes of this section:

1052 (1) "Correction officer" means an individual employed by the  
1053 Department of Correction;

1054 ~~[(1)]~~ (2) "Dependent child" means a child, whether by blood or  
1055 adoption, of a first responder who (A) is under the age of twenty-two  
1056 and was dependent on the earnings of such first responder at the time  
1057 of such first responder's death, provided a child shall not be considered  
1058 dependent if such child provides more than half of such child's own  
1059 support, is married or is legally adopted by another person, or (B) is any  
1060 age and is physically or mentally incapacitated and was dependent on  
1061 the earnings of such first responder at the time of such first responder's  
1062 death.

1063 ~~[(2)]~~ (3) "Emergency medical technician" has the same meaning as  
1064 provided in section 20-206jj.

1065 ~~[(3)]~~ (4) "Firefighter" has the same meaning as provided in section 7-  
1066 313g.

1067 ~~[(4)]~~ (5) "First responder" means an emergency medical technician,  
1068 firefighter, paramedic or police officer.

1069 (6) "Investigator" means an individual employed as an investigator  
1070 by the (A) Court Support Services Division of the Judicial Department,  
1071 (B) Division of Criminal Justice, or (C) Office of the Chief Public  
1072 Defender.

1073 ~~[(5)]~~ (7) "Killed in the line of duty" means the death of a first  
1074 responder while engaged in the performance of such first responder's,  
1075 correction officer's or investigator's duties, resulting from an incident,  
1076 an accident or violence that caused such death or caused injuries that  
1077 were the direct or proximate cause of such first responder's death,  
1078 including any death that is determined to be occupationally related by  
1079 a workers' compensation insurance carrier, an employer to whom a  
1080 certificate of self-insurance has been issued pursuant to section 31-248  
1081 or an administrative law judge for workers' compensation purposes  
1082 under chapter 568. "Killed in the line of duty" does not include the death

1083 of a first responder through such first responder's own wanton or wilful  
1084 act.

1085 [(6)] (8) "Paramedic" has the same meaning as provided in section 20-  
1086 206jj.

1087 [(7)] (9) "Police officer" has the same meaning as provided in section  
1088 7-294a.

1089 [(8)] (10) "Surviving family" means any person who is a surviving  
1090 spouse, surviving dependent child, surviving child who is not a  
1091 dependent child or surviving parent of a first responder killed in the line  
1092 of duty, or a surviving individual listed on such first responder's most  
1093 recent beneficiary form on file with such first responder's employer.

1094 (b) There is established a fund to be known as the "Fallen Hero Fund".  
1095 The fund may contain any moneys required by law to be deposited in  
1096 the fund and shall be held by the Treasurer separate and apart from all  
1097 other moneys, funds and accounts. The interest derived from the  
1098 investment of the fund shall be credited to the fund. Amounts in the  
1099 fund may be expended by the Comptroller for purposes of payments  
1100 pursuant to subsection (c) of this section and reimbursement of  
1101 municipalities pursuant to subdivision (2) of subsection (c) of section 3-  
1102 123eee. Any balance remaining in the fund at the end of any fiscal year  
1103 shall be carried forward in the fund for the fiscal year next succeeding.

1104 (c) (1) After receiving notice, in a form and manner as determined by  
1105 the Comptroller, from an individual who is a member of the surviving  
1106 family of a first responder, correction officer or investigator who was  
1107 killed in the line of duty, the Comptroller shall pay, within available  
1108 appropriations, a lump sum death benefit totaling one hundred  
1109 thousand dollars from the fund established in subsection (b) of this  
1110 section to such surviving family, in accordance with regulations  
1111 adopted pursuant to subsection (e) of this section, provided the  
1112 surviving family of a first responder, correction officer or investigator  
1113 killed in the line of duty shall not receive more than one such lump sum

1114 death benefit. Payments shall be made to surviving families in the order  
1115 in which notices are received until the amount in such fund is depleted.

1116 (2) Any payment made pursuant to subdivision (1) of this subsection  
1117 shall be in addition to any other benefits for which individuals of such  
1118 first responder's, correction officer's or investigator's surviving family  
1119 are eligible and such payments shall not be reduced or offset due to any  
1120 other benefits, including, but not limited to, workers' compensation or  
1121 other survivor benefits.

1122 (d) Not later than July 1, 2025, and annually thereafter, the  
1123 Comptroller shall submit a report, in accordance with the provisions of  
1124 section 11-4a, to the joint standing committee of the General Assembly  
1125 having cognizance of matters relating to public safety and security. Such  
1126 report shall include a list of all expenditures made from the fund  
1127 established by subsection (b) of this section during the prior year, the  
1128 current balance of such fund and information regarding additional  
1129 amounts needed for such fund.

1130 (e) The Comptroller shall adopt regulations in accordance with the  
1131 provisions of chapter 54 to implement the provisions of this section,  
1132 including, but not limited to, application procedures and criteria for  
1133 awarding grants among individuals who are members of the surviving  
1134 family, with priority given to awards that would benefit a dependent  
1135 child or children and a spouse who is a member of the surviving family.  
1136 The Comptroller may implement policies and procedures necessary to  
1137 implement the provisions of this section while in the process of adopting  
1138 such regulations, provided notice of intent to adopt such regulations is  
1139 published on the eRegulations System not later than twenty days after  
1140 the date of implementation of such policies and procedures. Any  
1141 policies and procedures implemented under this subsection shall be  
1142 valid until the time such regulations are adopted.

1143 Sec. 11. Subsection (i) of section 3-123bbb of the 2026 supplement to  
1144 the general statutes is repealed and the following is substituted in lieu  
1145 thereof (*Effective from passage*):

1146 (i) (1) A nonstate public employer that provides coverage pursuant to  
1147 a partnership plan to a first responder or unpaid volunteer firefighter  
1148 who is killed in the line of duty shall continue to provide such coverage  
1149 to the survivors of such first responder or unpaid volunteer firefighter  
1150 who were covered under such plan at the time of such first responder's  
1151 or unpaid volunteer firefighter's death. Such coverage shall continue  
1152 without break for a period of one year after such first responder's or  
1153 unpaid volunteer firefighter's death, and may be renewed annually for  
1154 up to five years. Such nonstate public employer shall facilitate  
1155 continuation and renewal of such coverage. For purposes of this  
1156 subsection, "unpaid volunteer firefighter" has the same meaning as  
1157 provided in section 5-259, as amended by this act.

1158 (2) (A) A nonstate public employer that did not provide coverage  
1159 pursuant to a partnership plan to a first responder or unpaid volunteer  
1160 firefighter who is killed in the line of duty shall apply for coverage  
1161 pursuant to a partnership plan for those survivors of such first  
1162 responder or unpaid volunteer firefighter who were receiving health  
1163 care benefit coverage through a plan offered to such first responder at  
1164 the time of such first responder's or unpaid volunteer firefighter's death,  
1165 at the request of such survivors.

1166 (B) A nonstate public employer shall apply for such coverage  
1167 pursuant to a partnership plan (i) regardless of whether such first  
1168 responder was an employee of the nonstate public employer at the time  
1169 of such first responder's death, and (ii) despite such unpaid volunteer  
1170 firefighter not having been an employee of the nonstate public employer  
1171 at the time of such unpaid volunteer firefighter's death. For any first  
1172 responder who was not an employee of a nonstate public employer at  
1173 the time of such first responder's death, and for any unpaid volunteer  
1174 firefighter, the nonstate public employer to which the first responder or  
1175 unpaid volunteer firefighter provided services in the capacity of a first  
1176 responder or unpaid volunteer firefighter at the time of such first  
1177 responder's or unpaid volunteer firefighter's death shall apply for such  
1178 coverage.

1179       (C) The Comptroller shall accept such application upon the terms and  
1180 conditions applicable to the partnership plan for enrollment and  
1181 provision of coverage to such survivors for one year. Such enrollment  
1182 and coverage may be renewed annually for up to five years. Such  
1183 nonstate public employer shall facilitate initiation and renewal of such  
1184 enrollment and coverage.

1185       (3) In accordance with the provisions of subsection (b) of section 3-  
1186 122a, as amended by this act, and subdivision (2) of subsection (c) of  
1187 section 3-123eee, the Comptroller shall reimburse a nonstate public  
1188 employer making payments pursuant to this subsection for the total cost  
1189 of such payments from the Fallen Hero Fund established pursuant to  
1190 subsection (b) of section 3-122a, as amended by this act.

1191       Sec. 12. Subsection (a) of section 5-259 of the 2026 supplement to the  
1192 general statutes is repealed and the following is substituted in lieu  
1193 thereof (*Effective from passage*):

1194       (a) The Comptroller, with the approval of the Attorney General and  
1195 of the Insurance Commissioner, shall arrange and procure a group  
1196 hospitalization and medical and surgical insurance plan or plans for (1)  
1197 state employees, (2) members of the General Assembly who elect  
1198 coverage under such plan or plans, (3) participants in an alternate  
1199 retirement program who meet the service requirements of section 5-162  
1200 or subsection (a) of section 5-166, (4) anyone receiving benefits under  
1201 section 5-144 or from any state-sponsored retirement system, except the  
1202 teachers' retirement system and the municipal employees retirement  
1203 system, (5) judges of probate and Probate Court employees, (6) the  
1204 surviving spouse, and any dependent children of a state police officer, a  
1205 member of an organized local police department, a firefighter, an  
1206 unpaid volunteer firefighter, a correction officer or an investigator or a  
1207 constable who performs criminal law enforcement duties who dies  
1208 before, on or after June 26, 2003, as the result of injuries received while  
1209 acting within the scope of such officer's, [or] firefighter's, unpaid  
1210 volunteer firefighter's, correction officer's, investigator's or constable's  
1211 employment and not as the result of illness or natural causes, and whose

1212 surviving spouse and dependent children are not otherwise eligible for  
1213 a group hospitalization and medical and surgical insurance plan.  
1214 Coverage for a dependent child pursuant to this subdivision shall  
1215 terminate no earlier than the end of the calendar year during whichever  
1216 of the following occurs first, the date on which the child: (A) Becomes  
1217 covered under a group health plan through the dependent's own  
1218 employment; or (B) attains the age of twenty-six, (7) employees of the  
1219 Capital Region Development Authority established by section 32-601,  
1220 (8) the surviving spouse and dependent children of any employee of a  
1221 municipality who dies on or after October 1, 2000, as the result of  
1222 injuries received while acting within the scope of such employee's  
1223 employment and not as the result of illness or natural causes, and whose  
1224 surviving spouse and dependent children are not otherwise eligible for  
1225 a group hospitalization and medical and surgical insurance plan, [and]  
1226 (9) state marshals, and (10) the surviving spouse and any dependent  
1227 children of a state marshal who dies as the result of injuries received  
1228 while in performance of any duty for which such state marshal is  
1229 compensated by the state and not as the result of illness or natural  
1230 causes. Coverage for a dependent child pursuant to this subdivision  
1231 shall terminate no earlier than the end of the calendar year during  
1232 whichever of the following occurs first, the date on which the child: (A)  
1233 Becomes covered under a group health plan through the dependent's  
1234 own employment; or (B) attains the age of twenty-six. For purposes of  
1235 subdivision (8) of this subsection, "employee" means any regular  
1236 employee or elective officer receiving pay from a municipality,  
1237 "municipality" means any town, city, borough, school district, taxing  
1238 district, fire district, district department of health, probate district,  
1239 housing authority, regional workforce development board established  
1240 under section 31-3k, flood commission or authority established by  
1241 special act or regional council of governments. For purposes of  
1242 subdivision (6) of this subsection, "firefighter" means any person who is  
1243 regularly employed and paid by any municipality for the purpose of  
1244 performing firefighting duties for a municipality on average of not less  
1245 than thirty-five hours per week, "unpaid volunteer firefighter" means a  
1246 uniformed member of a fire department who performs firefighting

1247 duties for the fire department but is unpaid for performing such  
1248 firefighting duties, "correction officer" has the same meaning as  
1249 provided in section 3-122a, as amended by this act, and "investigator"  
1250 has the same meaning as provided in section 3-122a, as amended by this  
1251 act. The minimum benefits to be provided by such plan or plans shall be  
1252 substantially equal in value to the benefits that each such employee or  
1253 member of the General Assembly could secure in such plan or plans on  
1254 an individual basis on the preceding first day of July. The state shall pay  
1255 for each such employee and each member of the General Assembly  
1256 covered by such plan or plans the portion of the premium charged for  
1257 such member's or employee's individual coverage and seventy per cent  
1258 of the additional cost of the form of coverage and such amount shall be  
1259 credited to the total premiums owed by such employee or member of  
1260 the General Assembly for the form of such member's or employee's  
1261 coverage under such plan or plans. On and after January 1, 1989, the  
1262 state shall pay for anyone receiving benefits from any such state-  
1263 sponsored retirement system one hundred per cent of the portion of the  
1264 premium charged for such member's or employee's individual coverage  
1265 and one hundred per cent of any additional cost for the form of  
1266 coverage. The balance of any premiums payable by an individual  
1267 employee or by a member of the General Assembly for the form of  
1268 coverage shall be deducted from the payroll by the State Comptroller.  
1269 The total premiums payable shall be remitted by the Comptroller to the  
1270 insurance company or companies or nonprofit organization or  
1271 organizations providing the coverage. The amount of the state's  
1272 contribution per employee for a health maintenance organization option  
1273 shall be equal, in terms of dollars and cents, to the largest amount of the  
1274 contribution per employee paid for any other option that is available to  
1275 all eligible state employees included in the health benefits plan, but shall  
1276 not be required to exceed the amount of the health maintenance  
1277 organization premium.

1278 Sec. 13. Section 10-153a of the general statutes is repealed and the  
1279 following is substituted in lieu thereof (*Effective July 1, 2026*):

1280 (a) Members of the teaching profession shall have and shall be  
1281 protected in the exercise of the right to form, join or assist, or refuse to  
1282 form, join or assist, any organization for professional or economic  
1283 improvement and to negotiate in good faith through representatives of  
1284 their own choosing with respect to salaries, hours and other conditions  
1285 of employment free from interference, restraint, coercion or  
1286 discriminatory practices by any employing board of education or  
1287 administrative agents or representatives thereof in derogation of the  
1288 rights guaranteed by this section and sections 10-153b to 10-153n,  
1289 inclusive.

1290 (b) The organization designated as the exclusive representative of a  
1291 teachers' or administrators' unit shall have a duty of fair representation  
1292 to the members of such unit.

1293 (c) Nothing in this section or in any other section of the general  
1294 statutes shall preclude a local or regional board of education from  
1295 making an agreement with an exclusive bargaining representative to  
1296 require as a condition of employment that all employees in a bargaining  
1297 unit pay to the exclusive bargaining representative of such employees  
1298 an annual service fee, not greater than the amount of dues uniformly  
1299 required of members of the exclusive bargaining representative  
1300 organization, which represents the costs of collective bargaining,  
1301 contract administration and grievance adjustment, [; and that such  
1302 service fee be collected by means of a payroll deduction from each  
1303 employee in the bargaining unit.]

1304 (d) Local and regional boards of education and organizations  
1305 designated as the exclusive representative of a teachers' or  
1306 administrators' unit are authorized to negotiate provisions in a  
1307 collective bargaining agreement allowing for employees to elect to have  
1308 a payroll deduction of employee organization dues and initiation fees  
1309 and for a payroll deduction of the service fee described in subsection (c)  
1310 of this section.

1311 Sec. 14. (NEW) (*Effective from passage*) Not later than January 1, 2027,

1312 the Division of State Police within the Department of Emergency  
1313 Services and Public Protection shall, in conjunction with the Department  
1314 of Mental Health and Addiction Services, expand the pilot program  
1315 known as the CRISIS initiative: Connection to Recovery through  
1316 Intervention, Support and Initiating Services state wide. At a minimum,  
1317 such state-wide expansion shall include components of the pilot  
1318 program that require training for state police officers, coordination  
1319 between state police officers and mental health professionals and  
1320 referrals to facilities for mental health services.

1321 Sec. 15. (NEW) (*Effective October 1, 2026*) (a) On and after October 1,  
1322 2026, any municipality not participating in the Municipal Employees'  
1323 Retirement Fund may create a deferred retirement option plan for  
1324 employees. Any plan created shall permit employees who are eligible  
1325 for service retirement to elect participation in such plan.

1326 (b) Any deferred retirement option plan created shall include a fixed  
1327 period of time for employee participation, not to exceed five years, and  
1328 a specified rate of interest credit for employee accounts. All other  
1329 provisions of the deferred retirement option plan shall be as determined  
1330 by the municipality, provided the structure of such plan is certified by  
1331 the consulting actuary to the municipality's retirement system as having  
1332 no anticipated impact that would increase the contribution rate for such  
1333 municipality. Not later than four years after the creation of such plan,  
1334 the municipality shall obtain an evaluation of such plan from the  
1335 consulting actuary and review and assess such evaluation to determine  
1336 the cost to the fund associated with such plan. After receiving such  
1337 evaluation, the municipality may discontinue such plan.

1338 Sec. 16. (NEW) (*Effective July 1, 2026*) (a) As used in this section:

1339 (1) "Virtual monitoring" means remote monitoring of an individual  
1340 receiving direct care services by a third party via technology owned and  
1341 operated by the individual in the individual's living quarters;

1342 (2) "Employee organization" means any organization which exists

1343 and is constituted for the purpose, in whole or in part, of collective  
1344 bargaining, or dealing with employers concerning grievances, terms or  
1345 conditions of employment or other mutual aid or protection; and

1346 (3) "Direct care services" means services provided in an agency,  
1347 facility, home or community-based setting to an individual enrolled in  
1348 a program administered by the Departments of Developmental Services  
1349 and Social Services.

1350 (b) The Departments of Developmental Services and Social Services  
1351 may, to the extent permissible by law, provide access to any evidence  
1352 derived from virtual monitoring, and any other related evidence, used  
1353 in any proposed disciplinary action against an employee to an (1)  
1354 employee of a nonprofit organization that contracts with a state agency  
1355 to deliver direct care services, (2) employee of a contractor providing  
1356 such services, or (3) employee organization representing such  
1357 employee, provided the employee and the employee organization (A)  
1358 sign a confidentiality agreement provided or approved by the  
1359 department, (B) treat any recordings or images obtained from the virtual  
1360 monitoring technology as confidential, and (C) refrain from replicating,  
1361 reproducing or further disseminating such recordings or images  
1362 obtained from the virtual monitoring to any other person except as  
1363 necessary to represent and defend such employee in connection to such  
1364 disciplinary action or as required under law.

1365 (c) The departments shall ensure that any grant of access to evidence  
1366 derived from virtual monitoring to an employee or employee  
1367 organization pursuant to subsection (b) of this section does not violate  
1368 the provisions of the Health Insurance Portability and Accountability  
1369 Act of 1996, P.L. 104-191, as amended from time to time, and any other  
1370 federal or state law.

1371 (d) On or before July 1, 2027, the Commissioner of Developmental  
1372 Services and the Commissioner of Social Services shall implement  
1373 policies and procedures necessary to carry out the provisions of this  
1374 section while in the process of adopting such policies and procedures in

1375 regulation form in accordance with chapter 54 of the general statutes,  
1376 provided notice of intention to adopt the regulations is published on the  
1377 departments' Internet web site and the eRegulations System not later  
1378 than twenty days after implementation. Such policies and procedures  
1379 shall be valid until the time final regulations are effective.

1380 Sec. 17. (NEW) (*Effective July 1, 2026*) (a) As used in this section:

1381 (1) "Self-directed home care programs" means Medicaid-funded  
1382 programs that allow a consumer to hire a personal care attendant;

1383 (2) "Consumer" and "personal care attendant" have the same  
1384 meanings as provided in section 17b-706 of the general statutes;

1385 (3) "Department" means the Department of Social Services; and

1386 (4) "Fiscal intermediary" means the organization that contracts with  
1387 the department to provide payroll, taxes and administrative services for  
1388 self-directed home care programs.

1389 (b) Except for public records exempted from disclosure under section  
1390 1-210 of the general statutes, commencing with information from the  
1391 quarterly period beginning on April 1, 2024, the Commissioner of Social  
1392 Services shall file quarterly reports, in accordance with the provisions of  
1393 section 11-4a of the general statutes, with the joint standing committees  
1394 of the General Assembly having cognizance of matters relating to  
1395 human services and labor. Such reports shall contain the following  
1396 information:

1397 (1) The payroll processing error rate for personal care attendants and  
1398 the number of days until payment after correction;

1399 (2) The average number of days it takes a fiscal intermediary to  
1400 onboard a new employee in order for such employee to utilize the  
1401 payroll system;

1402 (3) The average response time for answering (A) phone calls,  
1403 including the volume of calls related to incidents described in

1404 subdivisions (1) to (5), inclusive, of this subsection, or (B) electronic mail  
1405 messages from personal care attendants or consumers regarding general  
1406 customer service requests;

1407 (4) The number of electronic visit verification tickets received by the  
1408 fiscal intermediary and the average time taken by the fiscal intermediary  
1409 to resolve an electronic verification ticket; and

1410 (5) The average number of hours the fiscal intermediary's mobile  
1411 application was inoperable or offline.

1412 Sec. 18. Section 29-221 of the general statutes is repealed and the  
1413 following is substituted in lieu thereof (*Effective October 1, 2026*):

1414 As used in this chapter: (1) "Board" means the Examining Board for  
1415 Crane Operators established under section 29-222, as amended by this  
1416 act; (2) "commissioner" means the Commissioner of Administrative  
1417 Services; (3) "crane" means power-operated equipment that can hoist,  
1418 lower and horizontally move a suspended load and which has a  
1419 manufacturer's maximum rated hoisting or lifting capacity exceeding  
1420 two thousand pounds, including, but not limited to: (A) Articulating  
1421 cranes such as knuckle-boom cranes, (B) crawler cranes, (C) floating  
1422 cranes, (D) cranes on barges, (E) locomotive cranes, (F) mobile cranes  
1423 such as wheel-mounted, rough terrain, all-terrain, commercial truck-  
1424 mounted and boom truck cranes, (G) multipurpose machines when  
1425 configured to hoist and lower, by means of a winch or hook, and  
1426 horizontally move a suspended load, (H) industrial cranes such as  
1427 carry-deck cranes, (I) dedicated pile drivers when used in construction,  
1428 demolition or excavation work, (J) service or mechanic trucks with a  
1429 hoisting device, (K) cranes on monorails, (L) tower cranes such as fixed  
1430 jib hammerhead boom, luffing boom and self-erecting, (M) pedestal  
1431 cranes, (N) portal cranes, (O) overhead and gantry cranes, (P) straddle  
1432 cranes, (Q) side boom cranes, (R) derricks, and (S) variations of such  
1433 equipment; (4) "hoisting equipment", other than cranes, means  
1434 motorized equipment (A) used in construction, demolition or  
1435 excavation work, (B) at a construction site for a project, other than a

1436 project involving residential structures of less than four stories, the  
1437 estimated cost of which is more than one million two hundred fifty  
1438 thousand dollars, and (C) which has a manufacturer's rated hoisting or  
1439 lifting capacity exceeding five tons and a manufacturer's rated  
1440 maximum reach in excess of thirty-two feet; (5) "department" means the  
1441 Department of Administrative Services; [and] (6) "apprentice" means a  
1442 person who is not licensed under this chapter, who has filed an  
1443 application for a license with the board and whose employer has  
1444 registered him or her with the board to learn crane operations or  
1445 hoisting equipment operations under the direct supervision of a  
1446 licensed operator in accordance with section 29-224c; and (7) "lessee"  
1447 means a person, firm, partnership, corporation, limited liability  
1448 company, association or other legal entity that rents or leases a crane or  
1449 hoisting equipment.

1450 Sec. 19. Section 29-222 of the general statutes is repealed and the  
1451 following is substituted in lieu thereof (*Effective October 1, 2026*):

1452 There shall be in the Department of Administrative Services an  
1453 Examining Board for Crane Operators consisting of [~~five~~] seven  
1454 members who shall be residents of this state. Members shall be  
1455 appointed by the Governor subject to the provisions of section 4-9a. One  
1456 member shall be an employee of the department, [~~one member~~] two  
1457 members shall be [~~a crane operator~~] crane operators having at least ten  
1458 years of experience, [~~one member~~] two members shall represent the  
1459 interests of crane owners and two members shall be public members.  
1460 Members shall not be compensated for their services but shall be  
1461 reimbursed for necessary expenses in the performance of their duties. A  
1462 quorum of the board for the purpose of transacting business shall exist  
1463 only when there is present, in person, a majority of its membership. Any  
1464 member absent from (1) three consecutive meetings of the board, or (2)  
1465 fifty per cent of such meetings during any calendar year shall be deemed  
1466 to have resigned from the board.

1467 Sec. 20. Subsection (b) of section 29-223a of the general statutes is  
1468 repealed and the following is substituted in lieu thereof (*Effective October*

1469 1, 2026):

1470 (b) The provisions of this section shall not apply to: (1) Engineers  
1471 under the jurisdiction of the United States, (2) engineers or operators  
1472 employed by public utilities or industrial manufacturing plants, (3) any  
1473 person operating either a bucket truck or a digger derrick designed and  
1474 used for an electrical generation, electrical transmission, electrical  
1475 distribution, electrical catenary or electrical signalization project, if such  
1476 person: (A) Holds a valid limited electrical line contractor or  
1477 journeyman's license issued pursuant to chapter 393 or any regulation  
1478 adopted pursuant to said chapter, or (B) has engaged in the installation  
1479 of electrical line work for more than one thousand hours, or (C) has  
1480 enrolled in or has graduated from a federally recognized electrical  
1481 apprenticeship program, (4) persons engaged in (A) the recreational  
1482 boating or fishing industry, except when engaged in construction-  
1483 related work, or [in] (B) agriculture, [or arboriculture,] or (5) persons  
1484 engaged in activities, or using equipment, excluded under section 29-  
1485 221a.

1486 Sec. 21. Subsection (b) of section 29-224 of the general statutes is  
1487 repealed and the following is substituted in lieu thereof (*Effective October*  
1488 *1, 2026*):

1489 (b) The provisions of subsection (a) of this section shall not apply to:  
1490 (1) Engineers under the jurisdiction of the United States, (2) engineers  
1491 or operators employed by public utilities or industrial manufacturing  
1492 plants, (3) any person operating either a bucket truck or a digger derrick  
1493 designed and used for an electrical generation, electrical transmission,  
1494 electrical distribution, electrical catenary or electrical signalization  
1495 project, if such person: (A) Holds a valid limited electrical line contractor  
1496 or journeyman's license issued pursuant to chapter 393 or any  
1497 regulation adopted pursuant to said chapter, or (B) has engaged in the  
1498 installation of electrical line work for more than one thousand hours, or  
1499 (C) has enrolled in or has graduated from a federally recognized  
1500 electrical apprenticeship program, (4) persons engaged in (A) the  
1501 recreational boating or fishing industry, except when engaged in

1502 construction-related work, or [in] (B) agriculture, [or arboriculture,] (5)  
1503 persons engaged in activities, or using equipment, excluded under  
1504 section 29-221a, or (6) persons operating equipment, except a tower  
1505 crane, that can hoist, lower and horizontally move a suspended load and  
1506 has a manufacturer's maximum rated hoisting or lifting capacity  
1507 exceeding two thousand pounds but not exceeding ten thousand  
1508 pounds who, pursuant to federal Occupational Safety and Health  
1509 Administration Standard 1926.1427, are (A) certified by an accredited  
1510 crane operator testing organization, (B) qualified by an audited  
1511 employer program, (C) qualified by the United States military, or (D)  
1512 licensed pursuant to this chapter.

1513 Sec. 22. Section 29-224b of the general statutes is repealed and the  
1514 following is substituted in lieu thereof (*Effective October 1, 2026*):

1515 The commissioner or any employee of the Department of  
1516 Administrative Services, while engaged in the performance of [his or  
1517 her] the commissioner's or employee's duties, may (1) enter at all  
1518 reasonable hours into and upon any premises in or on which the  
1519 commissioner or employee has reason to believe a crane or hoisting  
1520 equipment is located for the purpose of carrying out the provisions of  
1521 this chapter and the regulations adopted thereunder, (2) require a crane  
1522 operator or hoisting equipment operator to produce for verification  
1523 such operator's license issued under this chapter, (3) require a crane  
1524 owner to produce for verification such owner's certificate of registration  
1525 issued under this chapter, and (4) require a crane operator, hoisting  
1526 equipment operator, crane owner, hoisting equipment owner or lessee  
1527 to produce any document establishing an agreement between such  
1528 operator, owner or lessee and a person, firm, partnership, corporation,  
1529 limited liability company, association or other legal entity to perform  
1530 crane or hoisting work on the premises.

1531 Sec. 23. (NEW) (*Effective October 1, 2026*) (a) The Commissioner of  
1532 Administrative Services or an employee of the Department of  
1533 Administrative Services may issue a stop work order against a crane  
1534 owner, crane operator, hoisting equipment owner, hoisting equipment

1535 operator, lessee or person that contracted with the owner, operator or  
1536 lessee to perform crane or hoisting work, if the commissioner or  
1537 employee determines that such owner, operator, lessee or person has  
1538 committed one or more of the following violations: (1) Demonstrating  
1539 incompetence or negligence, (2) permitting the operation of the owner's,  
1540 operator's or lessee's crane in an unsafe manner, or (3) failing to comply  
1541 with the provisions of section 29-223a of the general statutes, as  
1542 amended by this act, or 29-224 of the general statutes, as amended by  
1543 this act. For purposes of this section, the term "person" includes firms,  
1544 partnerships, corporations, limited liability companies, associations and  
1545 any other legal entities.

1546 (b) Such stop work order: (1) (A) Shall require the cessation of the  
1547 owner's, operator's or lessee's crane, hoisting equipment or related  
1548 lifting operations at the place or premises where the violation was  
1549 determined to have occurred, and (B) shall not require the cessation of  
1550 unrelated construction activities at such place or premises unless such  
1551 activities present an immediate danger to any individual or property,  
1552 (2) shall be effective when served upon the owner, operator or lessee  
1553 and the person that contracted with the owner, operator or lessee to  
1554 perform crane or hoisting work at the place or premises subject to such  
1555 stop work order by posting notice of the stop work order in a  
1556 conspicuous location at such place or premises, and (3) shall remain in  
1557 effect until the commissioner (A) determines that the owner, operator,  
1558 lessee or person has resolved the violation or violations that gave rise to  
1559 the stop work order, and (B) issues an order releasing such stop work  
1560 order.

1561 (c) Any crane owner, crane operator, hoisting equipment owner,  
1562 hoisting equipment operator, lessee or person who has been served with  
1563 a stop work order pursuant to subsection (b) of this section may request  
1564 an administrative hearing to contest such stop work order. Such request  
1565 shall be made in writing to the commissioner not more than ten days  
1566 after such owner, operator, lessee or person was served with such stop  
1567 work order. Such hearing shall be conducted in accordance with the

1568 provisions of chapter 54 of the general statutes.

1569 (d) The commissioner shall notify the Examining Board for Crane  
1570 Operators established under section 29-222 of the general statutes, as  
1571 amended by this act, of each stop work order issued under subsection  
1572 (a) of this section and any violation of such a stop work order.

1573 (e) The commissioner shall adopt regulations, in accordance with the  
1574 provisions of chapter 54 of the general statutes, to carry out the purposes  
1575 of this section.

1576 Sec. 24. Section 29-225 of the general statutes is repealed and the  
1577 following is substituted in lieu thereof (*Effective October 1, 2026*):

1578 (a) The board may suspend or revoke a crane operator's license, a  
1579 hoisting equipment operator's license or an apprentice's certificate, after  
1580 notice and hearing in accordance with the provisions of chapter 54, upon  
1581 a finding that the holder has demonstrated incompetence or [has been  
1582 guilty of] negligence in the performance of [his or her] such holder's  
1583 work.

1584 (b) The board may suspend or revoke a crane owner's registration,  
1585 after notice and hearing in accordance with the provisions of chapter 54,  
1586 upon a finding that the holder has failed to properly maintain [his or  
1587 her] such holder's crane or has permitted the operation of [his or her]  
1588 such holder's crane in an unsafe manner.

1589 (c) (1) The board may impose a civil penalty of not more than [three]  
1590 five thousand dollars per violation per day on any crane or hoisting  
1591 equipment owner or operator, [who violates] lessee or person that  
1592 contracted with an owner, operator or lessee to perform crane or  
1593 hoisting work, after notice and hearing in accordance with the  
1594 provisions of chapter 54, upon a finding that the owner, operator or  
1595 lessee has violated any provision of this chapter or any regulations  
1596 adopted thereunder. For purposes of this section, "person" includes  
1597 firms, partnerships, corporations, limited liability companies,  
1598 associations and any other legal entities.

1599       (2) The board may impose a civil penalty of not more than one  
1600 thousand dollars per violation per day on any crane or hoisting  
1601 equipment owner or operator or lessee, after notice and hearing in  
1602 accordance with the provisions of chapter 54, upon a finding that the  
1603 owner, operator or lessee has operated, or allowed the operation of, such  
1604 owner's, operator's or lessee's crane or hoisting equipment without a  
1605 valid license or certificate of registration, as applicable, issued under this  
1606 chapter.

1607       (3) If the board, after notice and hearing in accordance with the  
1608 provisions of chapter 54, finds that a crane or hoisting equipment owner  
1609 or operator, lessee or person that contracted with an owner, operator or  
1610 lessee to perform crane or hoisting work violated a stop work order  
1611 issued pursuant to section 23 of this act, the board shall impose a fine of  
1612 five thousand dollars per day for each day the stop work order was  
1613 violated.

1614       (d) The board shall not renew a license or registration of any crane or  
1615 hoisting equipment owner or operator who has an unpaid civil penalty  
1616 until such time as such penalty is paid in full.

1617       (e) The board, at any time after the issuance of a notice alleging a  
1618 violation of any provision of this chapter or any regulation adopted  
1619 thereunder, may accept, in lieu of a hearing in accordance with the  
1620 provisions of chapter 54, an agreement by any person charged with such  
1621 violation. Negotiations relating to any such agreement shall be  
1622 confidential and not subject to disclosure pursuant to the Freedom of  
1623 Information Act, as defined in section 1-200, but any such agreement  
1624 itself shall be a public record for purposes of said act.

1625       (f) The Commissioner of Administrative Services may apply for the  
1626 enforcement of any civil penalty imposed pursuant to this section  
1627 against any person who is not licensed as a crane or hoisting equipment  
1628 operator or who has not obtained a registration of any crane under  
1629 subsection (a) of section 29-224 to the superior court for the judicial  
1630 district of Hartford, or to any judge thereof if the same is not in session,

1631 for an order (1) directing payment in full of any unpaid balance of such  
1632 civil penalty, or (2) temporarily and permanently restraining and  
1633 enjoining such person from performing or allowing the performance of  
1634 the work of a crane or hoisting equipment operator. The application for  
1635 such order, and for such other appropriate decree or process, shall be  
1636 brought and the proceedings thereon conducted by the Attorney  
1637 General.

1638       Sec. 25. (*Effective July 1, 2026*) Not later than July 1, 2027, and annually  
1639 thereafter, each regional educational service center and the executive  
1640 director of the Technical Education and Career System, in consultation  
1641 with the Department of Education, shall submit a report, in accordance  
1642 with the provisions of section 11-4a of the general statutes, concerning  
1643 high school work-based learning programs provided in the region  
1644 served by each regional education service center or offered by the  
1645 Technical Education and Career System to the joint standing committee  
1646 of the General Assembly having cognizance of matters relating to  
1647 education and labor. Such report shall include, but need not be limited  
1648 to, (1) an inventory of work-based learning programs offered by a local  
1649 or regional board of education and the Technical Education and Career  
1650 System, (2) the number of students enrolled in such work-based  
1651 learning programs offered by a local or regional board of education and  
1652 the Technical Education and Career System, and (3) the total cost  
1653 incurred by each school district and the Technical Education and Career  
1654 System for each such work-based learning program. Such report shall  
1655 be posted on the Department of Education's Internet web site.

1656       Sec. 26. (*Effective from passage*) (a) Not later than January 1, 2028, the  
1657 Commissioner of Education shall, in consultation with the Office of  
1658 Workforce Strategy, establish a two-year pilot program to provide  
1659 educator externships for certified educators in order to allow such  
1660 educators to participate in experiential learning with private sector  
1661 employers for the purpose of aligning classroom instruction with  
1662 current industry standards and workforce needs. In developing such  
1663 program, the commissioner shall (1) establish criteria for identifying and

1664 screening employers for participation, (2) establish criteria for matching  
1665 educators with externships based on subject matter relevance, (3)  
1666 develop a curriculum that ensures incorporation of learned skills in the  
1667 educator's future lesson plans, (4) establish eligibility for stipends for  
1668 completion of an externship through such program by an educator, and  
1669 (5) establish eligibility for grants for employers that participate in such  
1670 program. The commissioner may contract with nongovernmental  
1671 entities, including, but not limited to, nonprofit organizations, to carry  
1672 out the provisions of this section.

1673 (b) For the school years commencing July 1, 2028, and July 1, 2029,  
1674 the commissioner shall prioritize placement in such externship program  
1675 established pursuant to subsection (a) of this section to educators (1)  
1676 employed in a town designated as an alliance district, pursuant to  
1677 section 10-262u of the general statutes, or (2) who teach a topic related  
1678 to science, technology, engineering and mathematics, manufacturing or  
1679 health care.

1680 Sec. 27. Section 31-3l of the general statutes is repealed and the  
1681 following is substituted in lieu thereof (*Effective October 1, 2026*):

1682 (a) The members of a board shall be appointed by the chief elected  
1683 officials of the municipalities in the region in accordance with the  
1684 provisions of an agreement entered into by such municipalities. In the  
1685 absence of an agreement the appointments shall be made by the  
1686 Governor. The membership of each board shall satisfy the requirements  
1687 for a local board as provided under the Workforce Innovation and  
1688 Opportunity Act and include a regional workforce navigator described  
1689 in subsection (b) of this section.

1690 (b) Each regional workforce navigator shall coordinate with the  
1691 regional workforce development boards, the Governor's Workforce  
1692 Council and the Labor Department in order to connect individuals  
1693 participating in adult education programs with workforce  
1694 opportunities, including, but not limited to, internships,  
1695 apprenticeships, job shadowing opportunities and credentials offered in

1696 the state. For purposes of this subsection "credential" has the same  
1697 meaning as provided in section 10a-35b.

1698       Sec. 28. (*Effective from passage*) (a) Not later than October 1, 2026, the  
1699 Chief Workforce Officer shall develop, in consultation with educational  
1700 institutions, the regional workforce development boards and the  
1701 Governor's Workforce Council, training on adult education programs in  
1702 the state, including, but not limited to, funding streams for such  
1703 programs and performance measures in order to ensure informed  
1704 collaboration.

1705       (b) Not later than December 30, 2026, such training developed  
1706 pursuant to subsection (a) of this section shall be provided to regional  
1707 workforce navigators described in section 31-31 of the general statutes,  
1708 as amended by this act.

1709       Sec. 29. (*Effective from passage*) (a) There is established a working  
1710 group to study the effectiveness and benefits of co-instruction models of  
1711 teaching utilized by public schools, including, but not limited to, co-  
1712 instruction models that allow individuals without a professional  
1713 certification under chapter 166 of the general statutes to teach  
1714 collaboratively with a certified teacher.

1715       (b) The working group shall consist of the following members: (1)  
1716 Two appointed by each chairperson of the joint standing committee of  
1717 the General Assembly having cognizance of matters relating to  
1718 education, and (2) one appointed by each ranking member of the joint  
1719 standing committee of the General Assembly having cognizance of  
1720 matters relating to education.

1721       (c) Not later than January 1, 2027, the working group shall report the  
1722 results of such study to the joint standing committee of the General  
1723 Assembly having cognizance of matters relating to education, in  
1724 accordance with the provisions of section 11-4a of the general statutes.

1725       Sec. 30. (*Effective October 1, 2026*) The Labor Commissioner shall post  
1726 information on the Internet web site of the Labor Department

1727 concerning the Americans with Disabilities Act of 1990, as amended, 42  
1728 USC 12101. Such information shall include, but need not be limited to,  
1729 the definition of a disability under such act and how such definition  
1730 relates to reasonable accommodations in the workplace. Such  
1731 information shall be in a form available for downloading by an  
1732 employer to display at such employer's place of business in both English  
1733 and Spanish and posted on the department's Internet web site.

1734 Sec. 31. (NEW) (*Effective October 1, 2026*) (a) An employer shall  
1735 provide written notice of an employee's right to reasonable  
1736 accommodations in the workplace for a disability pursuant to the  
1737 Americans with Disabilities Act of 1990, as amended, 42 USC 12101, to:  
1738 (1) New employees at the commencement of employment; (2) existing  
1739 employees within one hundred twenty days of October 1, 2026; and (3)  
1740 any employee who notifies the employer of such employee's disability  
1741 within ten days of such notification.

1742 (b) An employer may comply with the provisions of subsection (a) of  
1743 this section by displaying the poster created by the Labor Commissioner  
1744 for purposes of this section in a conspicuous place, accessible to  
1745 employees, at the employer's place of business.

1746 (c) The Labor Commissioner may adopt regulations, in accordance  
1747 with chapter 54 of the general statutes, to establish additional  
1748 requirements concerning the means by which employers shall provide  
1749 such notice.

1750 Sec. 32. Section 31-40w of the general statutes is repealed and the  
1751 following is substituted in lieu thereof (*Effective October 1, 2026*):

1752 (a) [Any employee may, at her discretion,] An employer shall provide  
1753 a reasonable break time for an employee to express breast milk for such  
1754 employee's nursing child or breastfeed on site at [her] such employee's  
1755 workplace [during her meal or break period] each time such employee  
1756 has the need to express breast milk or breastfeed.

1757 (b) An employer shall make reasonable efforts to provide a room or

1758 other location, in close proximity to the work area, other than a toilet  
1759 stall, where the employee can express [her] such employee's milk in  
1760 private, and provided there is no undue hardship, such room or other  
1761 location shall (1) be free from intrusion and shielded from the public  
1762 while such employee expresses breast milk, (2) include or be situated  
1763 near a refrigerator or employee-provided portable cold storage device  
1764 in which the employee can store [her] such employee's breast milk, and  
1765 (3) include access to an electrical outlet.

1766 (c) An employer shall not discriminate against, discipline or take any  
1767 adverse employment action against any employee because such  
1768 employee has elected to exercise [her] such employee's rights under  
1769 subsection (a) of this section.

1770 (d) As used in this section, "employer" means a person engaged in  
1771 business who has one or more employees, including the state and any  
1772 political subdivision of the state; "employee" means any person engaged  
1773 in service to an employer in the business of the employer; "reasonable  
1774 efforts" means any effort that would not impose an undue hardship on  
1775 the operation of the employer's business; and "undue hardship" means  
1776 any action that requires significant difficulty or expense when  
1777 considered in relation to factors such as the size of the business, its  
1778 financial resources and the nature and structure of its operation.

1779 Sec. 33. Section 19a-89e of the 2026 supplement to the general statutes  
1780 is repealed and the following is substituted in lieu thereof (*Effective*  
1781 *October 1, 2026*):

1782 (a) For purposes of this section:

1783 (1) "Department" means the Department of Public Health;

1784 (2) "Hospital" means an establishment for the lodging, care and  
1785 treatment of persons suffering from disease or other abnormal physical  
1786 or mental conditions and includes inpatient psychiatric services in  
1787 general hospitals;

1788 (3) "Assistive personnel" means personnel who are not licensed by  
1789 the Department of Public Health and who engage in specifically  
1790 delegated patient care activities; and

1791 (4) "Direct care registered nurse" means a registered nurse licensed  
1792 pursuant to chapter 378 whose primary responsibility is to provide  
1793 direct patient care.

1794 (b) Each hospital licensed by the department pursuant to chapter  
1795 368v shall report, not later than January first and July first annually, to  
1796 the department on a prospective nurse staffing plan with a written  
1797 certification that the nurse staffing plan developed pursuant to  
1798 subsections (d) and (e) of this section is sufficient to provide adequate  
1799 and appropriate delivery of health care services to patients in the  
1800 ensuing period of licensure. Such plan shall promote a collaborative  
1801 practice in the hospital that enhances patient care and the level of  
1802 services provided by nurses and other members of the hospital's patient  
1803 care team.

1804 (c) (1) Each hospital shall establish a dedicated hospital staffing  
1805 committee to assist in the preparation of the nurse staffing plan required  
1806 pursuant to subsection (b) of this section. Direct care registered nurses  
1807 employed by the hospital shall account for not less than fifty per cent  
1808 and an odd number of members of the membership of each hospital's  
1809 staffing committee. The total number of direct care registered nurses  
1810 shall be one more than the total number of nondirect care registered  
1811 nurses of such committee. Each hospital's staffing committee shall  
1812 include broad-based representation across hospital services and include  
1813 not less than two assistive personnel. When registered nurses employed  
1814 by the hospital are members of a collective bargaining unit, (A) the  
1815 collective bargaining unit shall select the direct care registered nurse  
1816 members that comprise not less than fifty per cent of the total number  
1817 of members of such committee, provided such selection is not  
1818 prohibited conduct under the National Labor Relations Act, 29 USC 151,  
1819 et seq., as amended from time to time, 5 USC 71, as amended from time  
1820 to time, or the State Employee Relations Act, section 5-270, et seq., as

1821 amended from time to time, and (B) a representative of the collective  
1822 bargaining unit shall provide the hospital with a list of multiple names  
1823 of direct care registered nurses from which hospital management shall  
1824 select the one additional direct care registered nurse member beyond  
1825 the fifty per cent of the direct care registered nurse members. Direct care  
1826 registered nurses who are not members of a collective bargaining unit  
1827 shall be selected for the committee through a process determined by the  
1828 direct care registered nurses of the hospital. [The hospital staffing  
1829 committee that was in existence prior to October 1, 2023, shall solicit  
1830 feedback from all direct care registered nurses employed by the hospital  
1831 regarding what such process should entail. The direct care registered  
1832 nurses who are members of such existing hospital staffing committee  
1833 shall decide, by majority vote, the parameters of such process.] When  
1834 assistive personnel employed by the hospital are members of a collective  
1835 bargaining unit, the collective bargaining unit shall select the assistive  
1836 personnel, provided such selection is not prohibited conduct under the  
1837 National Labor Relations Act, 29 USC 151, et seq., as amended from time  
1838 to time, 5 USC 71, as amended from time to time, or the State Employee  
1839 Relations Act, section 5-270, et seq., as amended from time to time. Any  
1840 member that is an assistive personnel shall be a nonvoting member of  
1841 such committee. Hospital management shall select the remaining  
1842 members of such committee.

1843 (2) Each hospital shall pay each employee who serves on the hospital  
1844 staffing committee such employee's regular rate of pay, including  
1845 differentials, for participation on the committee and consider, to the  
1846 extent possible by the hospital, the time such employee serves on the  
1847 committee as part of such employee's regularly scheduled work week.  
1848 Each hospital shall ensure that direct care registered nurses have  
1849 coverage to attend hospital staffing committee meetings.

1850 (3) Each hospital staffing committee shall include two cochairpersons  
1851 who have direct patient care experience, one of whom is a direct care  
1852 registered nurse at the hospital who shall be elected by members of the  
1853 committee who are direct care registered nurses, and one of whom shall

1854 be elected by members of the committee who are not direct care  
1855 registered nurses. The committee shall take minutes of every meeting,  
1856 make such minutes available to any member of the hospital staff upon  
1857 request and submit such minutes to the Department of Public Health  
1858 when requested by the department. A majority of the members of the  
1859 staffing committee shall constitute a quorum for the transaction of  
1860 staffing committee business. A decision made by the hospital staffing  
1861 committee shall be made by a vote of a majority of the members present  
1862 at the meeting. If a quorum of members present at a meeting comprises  
1863 an equal number of members who are direct care registered nurses and  
1864 members who are not direct care registered nurses, a sufficient number  
1865 of members who are not direct care registered nurses shall abstain from  
1866 voting to allow a majority of the voting members to consist of direct care  
1867 registered nurses.

1868 (4) Each hospital shall notify each nurse on the nurse's date of hire,  
1869 and annually thereafter, about the hospital staffing committee,  
1870 including, but not limited to, the purpose of the committee, the criteria  
1871 and process for becoming a member of the committee, the hospital's  
1872 process for internal review of the nurse staffing plan and the hospital's  
1873 mechanism for obtaining input from direct care staff, including direct  
1874 care registered nurses and other members of the hospital's patient care  
1875 team, in the development of the nurse staffing plan.

1876 (d) Each hospital staffing committee shall develop the nurse staffing  
1877 plan for the hospital. In developing such plan, the committee shall  
1878 evaluate the most recent research regarding patient outcomes, share  
1879 with hospital staff the procedures for communicating concerns to the  
1880 committee regarding such plan and staffing assignments and review all  
1881 reports regarding any such concerns and any objections or refusals by a  
1882 registered nurse to participate in a staffing assignment made pursuant  
1883 to subsection (h) of this section that were communicated to the  
1884 committee. Each hospital shall implement such plan. Such plan shall: (1)  
1885 Include the minimum professional skill mix for each patient care unit in  
1886 the hospital, including, but not limited to, inpatient services, critical care

1887 and the emergency department; (2) identify the hospital's employment  
1888 practices concerning the use of temporary and traveling nurses; (3) set  
1889 forth the level of administrative staffing in each patient care unit of the  
1890 hospital that ensures direct care staff are not utilized for administrative  
1891 functions; (4) set forth the hospital's process for internal review of the  
1892 nurse staffing plan; and (5) include the hospital's mechanism of  
1893 obtaining input from direct care staff, including nurses and other  
1894 members of the hospital's patient care team, in the development of the  
1895 nurse staffing plan. In addition to the information described in  
1896 subdivisions (1) to (5), inclusive, of this subsection, nurse staffing plans  
1897 developed and implemented after January 1, 2016, shall include: (A) The  
1898 number of registered nurses providing direct patient care and the ratio  
1899 of patients to such registered nurses by patient care unit; (B) the number  
1900 of licensed practical nurses providing direct patient care and the ratio of  
1901 patients to such licensed practical nurses, by patient care unit; (C) the  
1902 number of assistive personnel providing direct patient care and the ratio  
1903 of patients to such assistive personnel, by patient care unit; (D) the  
1904 method used by the hospital to determine and adjust direct patient care  
1905 staffing levels; and (E) a description of assistive personnel on each  
1906 patient care unit. In addition to the information described in  
1907 subdivisions (1) to (5), inclusive, of this subsection and subparagraphs  
1908 (A) to (E), inclusive, of this subdivision, nurse staffing plans developed  
1909 and implemented after January 1, 2017, shall include: (i) A description  
1910 of any differences between the staffing levels described in the staffing  
1911 plan and actual staffing levels for each patient care unit; and (ii) any  
1912 actions the hospital intends to take to address such differences or adjust  
1913 staffing levels in future staffing plans.

1914 (e) On and after January 1, 2024, in addition to the information  
1915 required pursuant to subsection (d) of this section, each nurse staffing  
1916 plan shall include:

1917 (1) Information about any objections to or refusals to comply with the  
1918 nurse staffing plan by hospital staff that were communicated to the  
1919 hospital staffing committee;

1920 (2) Measurements of and evidence to support successful  
1921 implementation of the nurse staffing plan;

1922 (3) Retention, turnover and recruitment metrics for direct care  
1923 registered nursing staff, including, but not limited to, the turnover rate  
1924 per hospital unit during the preceding twelve months and the average  
1925 years of experience of permanent direct care registered nursing staff per  
1926 unit;

1927 (4) The number of instances since the last nurse staffing plan was  
1928 submitted when the hospital was not in compliance with such plan,  
1929 including, but not limited to, the nurse staffing ratios set forth in such  
1930 plan, and a description of how and why such plan was not complied  
1931 with and plans to avoid future noncompliance with such plan; and

1932 (5) Certification that the hospital and its hospital staffing committee  
1933 are meeting the requirements set forth in this section and a description  
1934 of how each requirement is being met.

1935 (f) Each hospital shall post the nurse staffing plan developed and  
1936 adopted pursuant to subsections (d) and (e) [, inclusive,] of this section  
1937 on each patient care unit in a conspicuous location visible and accessible  
1938 to staff, patients and members of the public. Each hospital shall maintain  
1939 accurate records, for not less than the preceding three years, of the ratios  
1940 of patients to direct care registered nurses and patients to assistive  
1941 personnel providing patient care in each direct care unit for each shift.  
1942 Such records shall include the number of (1) patients in each unit on  
1943 each shift, (2) direct care registered nurses assigned to each patient in  
1944 each unit on each shift, and (3) assistive personnel providing patient  
1945 care assigned to each patient in each unit on each shift. Each hospital  
1946 shall make such records available, upon request, to the Department of  
1947 Public Health, the staff of the hospital, any collective bargaining unit  
1948 representing such staff, the patients of the hospital and members of the  
1949 general public.

1950 (g) No hospital shall require a registered nurse to undertake any

1951 patient care task that is beyond the scope of the nurse's license.

1952 (h) A registered nurse may object to or refuse to participate in any  
1953 activity, policy, practice or task assigned by a hospital if the registered  
1954 nurse is not competently able based on education, training or experience  
1955 to participate in the activity, policy, practice or task without  
1956 compromising the safety of a specific patient. If a registered nurse  
1957 objects or refuses to participate, the nurse shall immediately contact a  
1958 supervisor for assistance or to allow the hospital to find a suitable  
1959 replacement. Not later than twelve hours after objecting or refusing to  
1960 participate, the registered nurse shall submit a form, developed by the  
1961 hospital and approved by the Department of Public Health, that  
1962 includes the following: (1) A detailed statement of the reasons that the  
1963 nurse objects or refuses to participate in the activity, policy, practice or  
1964 task; (2) a description of how performing the activity, policy, practice or  
1965 task would have compromised patient safety; and (3) the ways in which  
1966 the activity, policy, practice or task was not consistent with the nurse's  
1967 education, training, experience or job description. A hospital shall  
1968 review and analyze each form submitted pursuant to this subsection  
1969 through one or more of the hospital's committees or functions,  
1970 including, but not limited to, the quality assessment and performance  
1971 improvement program, risk management or patient safety, and make  
1972 adjustments to nurse staffing assignments if necessary to improve  
1973 patient safety. Each hospital shall provide the Department of Public  
1974 Health with confidential access to the forms submitted to the hospital  
1975 pursuant to this subsection upon request.

1976 (i) If a registered nurse reasonably believes his or her participation in  
1977 an activity, policy, practice or task would violate a provision of a nurse  
1978 staffing plan or policy approved by the hospital's nurse staffing  
1979 committee, the nurse may file a complaint with the nurse staffing  
1980 committee on a form developed by the hospital and approved by the  
1981 Department of Public Health. The hospital and its nurse staffing  
1982 committee shall analyze the complaint and provide the Department of  
1983 Public Health with an analysis of actions taken in response to such

1984 complaint. The department shall submit all complaint forms provided  
1985 to it pursuant to this subsection with its biannual report required  
1986 pursuant to subsection (n) of this section.

1987 (j) No hospital shall discharge, retaliate against, discriminate against  
1988 or take any other adverse action against a registered nurse or any aspect  
1989 of the registered nurse's employment, including, but not limited to,  
1990 discharge, promotion, reduction in compensation or changes to terms,  
1991 conditions or privileges of employment, as a result of such nurse taking  
1992 any of the actions described in this section, participation by the  
1993 registered nurse in a hospital staffing committee or raising of concerns  
1994 by the registered nurse regarding unsafe staffing or workplace violence,  
1995 racism or bullying.

1996 (k) Nothing in this section shall be construed to allow a nurse to  
1997 abandon a patient or refuse to perform patient care activities (1) during  
1998 an ongoing surgical procedure until such procedure is completed; (2) in  
1999 a critical care unit, labor and delivery or emergency department until  
2000 such nurse is relieved by another nurse; (3) in the case of a public health  
2001 emergency; (4) in the case of an institutional emergency; or (5) in any  
2002 instance where inaction or abandonment by the nurse would jeopardize  
2003 patient safety.

2004 (l) Nothing in this section shall prohibit a hospital, the Department of  
2005 Public Health or the State Board of Examiners for Nursing from  
2006 requiring a nurse to obtain additional training or continuing education  
2007 consistent with the nurse's assigned roles and job description.

2008 (m) Not later than January 1, [2016] 2027, and annually thereafter, the  
2009 Commissioner of Public Health shall report, in accordance with the  
2010 provisions of section 11-4a, to the joint standing committee of the  
2011 General Assembly having cognizance of matters relating to public  
2012 health concerning hospital compliance with reporting requirements  
2013 under this section and recommendations concerning any additional  
2014 reporting requirements, which may include, but need not be limited to,  
2015 hospital staffing plan reports on a unit-wide basis.

2016 (n) (1) Each hospital shall report biannually to the Department of  
2017 Public Health, in a form and manner prescribed by the Commissioner  
2018 of Public Health, whether it has been in compliance, for the previous six  
2019 months, with at least eighty per cent of the nurse staffing assignments  
2020 as required by any component outlined in the nurse staffing plan  
2021 developed pursuant to subsections (d) and (e) of this section. Each  
2022 hospital shall maintain a record of the date of each instance where the  
2023 hospital varied from any component outlined in the nurse staffing plan  
2024 developed pursuant to subsections (d) and (e) of this section, the unit in  
2025 which such variation occurred and the reason for such variation and  
2026 shall make such records available upon request to the department or a  
2027 representative of a collective bargaining unit of such hospital. Each  
2028 hospital shall submit such reports not later than January fifteenth for the  
2029 most recent six-month period ending on January first, and not later than  
2030 July fifteenth for the most recent six-month period ending on July first.

2031 (2) Not later than October 1, 2026, and annually thereafter, each  
2032 hospital shall report to the Department of Public Health, in a form and  
2033 manner prescribed by the Commissioner of Public Health, the nurse  
2034 staffing plan developed pursuant to subsections (d) and (e) of this  
2035 section. The commissioner shall post hospital staffing plans submitted  
2036 pursuant to this subsection on the department's Internet web site.

2037 (o) For a failure by a hospital to (1) establish or maintain a hospital  
2038 staffing committee pursuant to subsection (c) of this section, (2) submit  
2039 the [report] reports required by subsection (n) of this section to the  
2040 Department of Public Health, (3) post the staffing plan pursuant to  
2041 subsection (f) of this section, [or] (4) comply with at least eighty per cent  
2042 of the nurse staffing assignments set forth in the nurse staffing plan, or  
2043 (5) implement a nurse staffing plan approved by a majority of the  
2044 hospital staffing committee in accordance with the provisions of  
2045 subsection (c) of this section, the Commissioner of Public Health shall  
2046 issue an order that: (A) Requires the hospital to submit a corrective  
2047 action plan to correct such noncompliance and implement such plan  
2048 unless disapproved by the department not later than twenty business

2049 days after its submission; and (B) (i) imposes a civil penalty of three  
2050 thousand five hundred dollars for the first violation, or (ii) imposes a  
2051 civil penalty of five thousand dollars for each subsequent violation. For  
2052 purposes of this subsection, each of the following shall constitute a  
2053 separate violation: (I) Each day a hospital fails to establish or maintain a  
2054 hospital staffing committee pursuant to subsection (c) of this section, (II)  
2055 each day a hospital fails to submit the reports required by subsection (n)  
2056 of this section, and (III) each day a hospital fails to post the staffing plan  
2057 pursuant to subsection (f) of this section. The commissioner shall post  
2058 any order issued pursuant to this section on the department's Internet  
2059 web site.

2060 (p) (1) A hospital shall, not later than five business days after receipt  
2061 of an order pursuant to subsection (o) of this section, submit a request  
2062 in writing to the Department of Public Health for a hearing to contest  
2063 the order. If the hospital fails to submit such a request not later than five  
2064 business days after such receipt, the order shall be deemed a final order  
2065 of the department, effective upon the expiration of such five business  
2066 days. After receipt of a timely request for a hearing, the department shall  
2067 set the matter down for a hearing as a contested case in accordance with  
2068 the provisions of chapter 54.

2069 (2) Each hospital shall pay any civil penalties imposed pursuant to  
2070 subsection (o) of this section not later than fifteen days after the final  
2071 date by which an appeal may be taken as provided in section 4-183 or,  
2072 if an appeal is taken, not later than fifteen days after the final judgment  
2073 on such appeal. If such penalties or the expenses of an audit ordered  
2074 under subsection (q) of this section are not paid by the hospital, the  
2075 Commissioner of Public Health shall notify the Commissioner of Social  
2076 Services who shall be authorized to immediately withhold from the  
2077 hospital's next medical assistance payment, an amount equal to the  
2078 amount of the civil penalty and audit expenses.

2079 (q) The Commissioner of Public Health may order an audit of the  
2080 nurse staffing assignments of each hospital to determine compliance  
2081 with the nurse staffing assignments for each hospital unit set forth in the

2082 nurse staffing plan developed pursuant to subsections (d) and (e) of this  
2083 section. Such audit may include an assessment of the hospital's  
2084 compliance with the requirements of this section for the content of such  
2085 plan, accuracy of reports submitted to the department and the  
2086 membership of the hospital staffing committee. In determining whether  
2087 to order an audit, the commissioner shall consider whether there has  
2088 been consistent noncompliance by the hospital with the nurse staffing  
2089 plan, fear of false reporting by the hospital or any other health care  
2090 quality safety concerns. The hospital that is subject to the audit shall pay  
2091 the cost of the audit. The audit shall not affect the conduct by the  
2092 hospital of peer review as defined in section 19a-17b.

2093       Sec. 34. (NEW) (*Effective from passage*) (a) For the fiscal year ending  
2094 June 30, 2027, and each fiscal year thereafter, the Department of Public  
2095 Health shall, within available appropriations, establish and administer  
2096 a grant program for the purpose of expanding certified nursing assistant  
2097 training programs in the greater Hartford area and rural communities  
2098 in the state. Under the program, the department shall provide grants to  
2099 organizations that provide education and training to prospective  
2100 certified nursing assistants in such areas of the state. Such expansion  
2101 shall, to the extent possible, utilize federal funds provided pursuant to  
2102 the Rural Health Transformation Program established pursuant to 42  
2103 USC 1397ee(h) to aid education and training programs provided rural  
2104 communities. An organization may submit an application for a grant  
2105 under this section in a form and manner prescribed by the  
2106 Commissioner of Public Health.

2107       (b) Not later than December 31, 2028, and biennially thereafter, the  
2108 department shall submit a report, in accordance with the provisions of  
2109 section 11-4a of the general statutes, to the joint standing committee of  
2110 the General Assembly having cognizance of matters relating to public  
2111 health on the implementation of the program. Such report shall include,  
2112 but need not be limited to, an evaluation of the program.

2113       Sec. 35. (NEW) (*Effective October 1, 2026*) (a) (1) Not later than January  
2114 1, 2027, and annually thereafter, in accordance with the findings of the

2115 study described in subsection (b) of this section, the Labor  
2116 Commissioner shall update the informational web page, hosted on the  
2117 Internet web site of the Labor Department, which serves as a central  
2118 repository of information, resources and materials, including links to  
2119 external sources of such information, resources and materials, regarding  
2120 job training, career counseling, workforce development organizations,  
2121 employers who are veteran and military-friendly or who establish and  
2122 commit to meeting targets for the hiring of veterans and current and  
2123 former members of the armed forces, and other topics relevant to the  
2124 state's population of current and former members of the armed forces  
2125 who may be transitioning from military service to a professional  
2126 occupation in the civilian workforce. On and after January 1, 2027, the  
2127 commissioner shall (A) post in a conspicuous location on such  
2128 informational web page details of relevant employment assistance  
2129 programming administered by the Military Department, as described in  
2130 subsection (a) of section 36 of this act, and the annual job fair conducted  
2131 by the Military Department, as described in subsection (b) of section 36  
2132 of this act, and (B) undertake efforts to optimize the visibility of such  
2133 informational web page in Internet search engine results.

2134 (2) On and after January 1, 2027, the Labor Commissioner, in  
2135 consultation with the Commissioner of Veterans Affairs and the  
2136 Adjutant General, shall annually solicit known and reputable providers  
2137 of the information, resources and materials described in subdivision (1)  
2138 of this subsection for items to be included on the informational web page  
2139 described in said subdivision.

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

2148 informational web page described in subdivision (1) of subsection (a) of  
2149 this section.

2150 (2) Not later than February 1, 2028, the Labor Commissioner shall  
2151 submit a report on the commissioner's findings and recommendations  
2152 to the joint standing committee of the General Assembly having  
2153 cognizance of matters relating to veterans' and military affairs, in  
2154 accordance with the provisions of section 11-4a of the general statutes.

2155 (c) (1) On and after January 1, 2027, the Commissioner of Veterans  
2156 Affairs shall send a periodic electronic mail newsletter, containing  
2157 relevant resources and materials included on the informational web  
2158 page described in subdivision (1) of subsection (a) of this section, to  
2159 interested recipients. The Labor Commissioner shall make available on  
2160 such informational page a form through which interested persons can  
2161 request to receive such periodic electronic mail newsletter, and shall  
2162 each month forward to the Commissioner of Veterans Affairs the  
2163 electronic mail addresses of those interested recipients who have made  
2164 such request during the preceding month.

2165 (2) On and after January 1, 2027, the Commissioner of Veterans  
2166 Affairs shall post in a conspicuous location on the Internet web site of  
2167 the Department of Veterans Affairs a link to the informational web page  
2168 described in subdivision (1) of subsection (a) of this section.

2169 Sec. 36. (NEW) (*Effective October 1, 2026*) (a) Not later than January 1,  
2170 2028, the Adjutant General, in consultation with the Labor  
2171 Commissioner and within existing resources, shall increase promotion  
2172 of, and periodically make improvements to, the state-based  
2173 employment assistance program developed and administered by the  
2174 Military Department for the provision of advice and information to  
2175 current and former members of the National Guard, who are  
2176 considering available educational and occupational opportunities. The  
2177 Adjutant General may (1) tailor such promotion and improvements to  
2178 better supplement any federally funded transition assistance program,  
2179 and (2) appoint such personnel as necessary to support, administer and

2180 coordinate state transition assistance and related programs.

2181 (b) On and after January 1, 2027, the Adjutant General, in consultation  
2182 with the Labor Commissioner and the Commissioner of Veterans  
2183 Affairs, shall conduct an annual job fair for purposes of (1) promoting  
2184 employment of current and former members of the National Guard, and  
2185 (2) inviting representatives of employers in this state to attend and  
2186 provide information about prospective employment opportunities with  
2187 such employers. The Adjutant General shall publicize such job fair on  
2188 the Internet web site of the Military Department and shall include  
2189 information about such job fair in any periodic electronic mail  
2190 correspondence sent from the Military Department to interested  
2191 recipients.

2192 Sec. 37. (*Effective from passage*) (a) Not later than August 1, 2026, the  
2193 Commissioner of Economic and Community Development shall consult  
2194 with the Labor Commissioner, the Commissioner of Veterans Affairs  
2195 and any other official, organization or entity the Commissioner of  
2196 Economic and Community Development deems appropriate for the  
2197 purpose of developing legislative recommendations for promoting  
2198 employment in the state of current and former members of the armed  
2199 forces, including members of any reserve component thereof, and of the  
2200 National Guard. In developing such legislative recommendations, the  
2201 Commissioner of Economic and Community Development may  
2202 examine the efficacy of various incentives, including, but not limited to,  
2203 tax credits, wage subsidies and reimbursements for training.

2204 (b) Not later than January 15, 2027, the Commissioner of Economic  
2205 and Community Development shall submit a report containing the  
2206 legislative recommendations developed pursuant to subsection (a) of  
2207 this section to the joint standing committees of the General Assembly  
2208 having cognizance of matters relating to labor, veterans' and military  
2209 affairs and commerce, in accordance with the provisions of section 11-  
2210 4a of the general statutes.

2211 Sec. 38. Section 31-13a of the general statutes is repealed and the

2212 following is substituted in lieu thereof (*Effective October 1, 2026*):

2213 (a) [With] Subject to the provisions of subsection (c) of this section,  
2214 with each wage payment each employer shall furnish to each employee,  
2215 in writing or, with the employee's explicit consent, electronically, a  
2216 record of hours worked, the gross earnings showing straight time and  
2217 overtime as separate entries, itemized deductions and net earnings,  
2218 except that the furnishing of a record of hours worked and the  
2219 separation of straight time and overtime earnings shall not apply in the  
2220 case of any employee with respect to whom the employer is specifically  
2221 exempt from the keeping of time records and the payment of overtime  
2222 under the Connecticut Minimum Wage Act or the Fair Labor Standards  
2223 Act.

2224 (b) If the record of hours is furnished electronically pursuant to  
2225 subsection (a) of this section, the employer shall provide a means for  
2226 each employee to securely, privately and conveniently access and print  
2227 such record. The employer shall incorporate reasonable safeguards  
2228 regarding any information contained in the record furnished  
2229 electronically pursuant to subsection (a) of this section to protect the  
2230 confidentiality of an employee's personal information.

2231 (c) (1) For purposes of this subsection, "employer" means a person  
2232 engaged in any activity, enterprise or business who employs one  
2233 hundred or more employees, including the state and any political  
2234 subdivision thereof.

2235 (2) Each employer shall create a guide for pay codes for overtime and  
2236 the employer's most commonly used pay differentials, which may  
2237 include shift differentials, on-call pay, hazard pay, call-back pay,  
2238 holiday or weekend pay or geographical pay differentials used by the  
2239 employer in such records furnished pursuant to subsection (a) of this  
2240 section. Each such guide shall, if applicable, be posted on the employer's  
2241 Internet web site in English, Spanish and the other most common  
2242 languages spoken by employees of the employer and include contact  
2243 information of the designated office or individual who will handle

2244 employee disputes regarding calculations of hours and pay  
2245 differentials. An employer shall update such guide each time a new pay  
2246 code used for overtime or any pay differentials is added by the  
2247 employer.

2248 (3) An employer shall (A) provide the Internet web site address to  
2249 such guide required pursuant to subdivision (2) of this subsection to an  
2250 employee upon hire, and (B) include the Internet web site address to  
2251 such guide on each record of hours furnished to an employee pursuant  
2252 to subsection (a) of this section. An employer may comply with the  
2253 provisions of this subdivision by providing a written copy of such guide  
2254 to an employee upon hire in English and the primary language of such  
2255 employee.

2256 (4) An employer shall be deemed in compliance with the provisions  
2257 of this subsection if such employer uses a third-party payroll services  
2258 company that provides a guide for the pay codes that satisfies the  
2259 provision of subdivision (2) of this subsection.

2260 (5) Nothing in this subsection shall be construed to require an  
2261 employer to (A) establish and maintain an Internet web site if such  
2262 employer does not currently maintain an Internet web site, or (B)  
2263 establish new pay codes in order to satisfy the provisions of this section.

2264 Sec. 39. (NEW) (*Effective from passage*) The State Fire Administrator  
2265 shall establish and administer a grant program for the purposes of  
2266 providing grants-in-aid to junior firefighter programs administered by  
2267 volunteer fire departments. The State Fire Administrator shall post in a  
2268 conspicuous place on the Division of Fire Services within the  
2269 Department of Emergency Services and Public Protection's Internet web  
2270 site a description of the grant program, including, but not limited to,  
2271 eligibility criteria and the application process for the program. A  
2272 volunteer fire department shall apply for such grants for its junior  
2273 firefighter program on such forms and in such manner as determined  
2274 by the State Fire Administrator.

2275 Sec. 40. Subsection (e) of section 31-58 of the general statutes is  
2276 repealed and the following is substituted in lieu thereof (*Effective October*  
2277 *1, 2026*):

2278 (e) "Employee" means any individual employed or permitted to work  
2279 by an employer but shall not include any individual employed in camps  
2280 or resorts which are open no more than six months of the year or in  
2281 domestic service in or about a private home, except any individual in  
2282 domestic service employment as defined in the regulations of the federal  
2283 Fair Labor Standards Act, or an individual employed in a bona fide  
2284 executive, administrative or professional capacity as defined in the  
2285 regulations of the Labor Commissioner or an individual employed by  
2286 the federal government, or any individual engaged in the activities of  
2287 an educational, charitable, religious, scientific, historical, literary or  
2288 nonprofit organization where the employer-employee relationship does  
2289 not, in fact, exist or where the services rendered to such organizations  
2290 are on a voluntary basis, or any individual employed as a head resident  
2291 or resident assistant by a college or university, or any individual  
2292 engaged in baby sitting, or an outside salesman as defined in the  
2293 regulations of the federal Fair Labor Standards Act, or any individual  
2294 employed by a nonprofit theater, provided such theater does not  
2295 operate for more than seven months in any calendar year, or a member  
2296 of the armed forces of the state performing military duty, as such terms  
2297 are defined in section 27-61, or any individual who has entered into a  
2298 contract to play minor league baseball and is compensated pursuant to  
2299 the terms of a collective bargaining agreement;

2300 Sec. 41. (NEW) (*Effective from passage*) (a) Not later than July 1, 2027,  
2301 the president of The University of Connecticut shall establish a  
2302 recruitment and retention program for The University of Connecticut  
2303 special police forces and fire department to address critical staffing  
2304 shortages and high resignation rates. As part of such program, the  
2305 president of The University of Connecticut shall develop: (1) Salary  
2306 schedules for all sworn members of the university's special police forces  
2307 and all members of the fire department, and (2) an education benefit to

2308 reward such members' long-term commitment and acquisition of  
2309 institutional knowledge critical to higher education and hospital  
2310 environments.

2311 (b) (1) The salary schedules described in subdivision (1) of subsection  
2312 (a) of this section shall: (A) Align the compensation rates of the sworn  
2313 members of the university's special police forces and the members of the  
2314 fire department with the compensation rates of members of comparable  
2315 municipal and state law enforcement and fire service agencies to  
2316 eliminate any pay disparities between the members of such agencies  
2317 and the sworn members of the university's special police forces and the  
2318 members of the fire department, and (B) eliminate any significant step  
2319 overlaps between ranks to ensure that supervisors do not earn less than  
2320 the personnel they supervise.

2321 (2) The president shall provide the salary schedules developed  
2322 pursuant to subdivision (1) of this subsection to the Office of Labor  
2323 Relations and the collective bargaining unit representing the sworn  
2324 members of the university's special police forces and the members of the  
2325 fire department. Such salary schedules: (A) Shall be a mandatory subject  
2326 of the negotiations between the Office of Labor Relations and such  
2327 collective bargaining unit (i) relating to salary, including, but not limited  
2328 to, any wage reopener, and (ii) next occurring after the president has  
2329 provided such salary schedules to said office and the collective  
2330 bargaining unit, and (B) may be a subject of any negotiations between  
2331 the Office of Labor Relations and such collective bargaining unit  
2332 occurring after the president has provided such salary schedules to said  
2333 office and the collective bargaining unit, but before the negotiations  
2334 described in subparagraph (A) of this subdivision, by mutual agreement  
2335 of said office and such bargaining unit.

2336 (c) (1) The president of The University of Connecticut shall develop  
2337 the parameters of the education benefit described in subdivision (2) of  
2338 subsection (a) of this section. Such parameters: (A) May include, but  
2339 need not be limited to, tuition reimbursement or university fee waivers,  
2340 and (B) shall (i) include, but need not be limited to, the required years

2341 of service for eligibility, and (ii) allow dependents of the sworn members  
2342 of the university's special police forces and the members of the fire  
2343 department to be eligible for such education benefit, under terms and  
2344 conditions established by the president.

2345 (2) The president shall provide a written description of the  
2346 parameters of the education benefit developed pursuant to subdivision  
2347 (1) of this subsection to The University of Connecticut Board of Trustees  
2348 for approval. Notwithstanding the provisions of any applicable  
2349 collective bargaining agreement or chapter 68 of the general statutes,  
2350 upon approval by the board, the education benefit shall be implemented  
2351 without modification.

2352 Sec. 42. (NEW) (*Effective from passage*) Not later than January 1, 2027,  
2353 and annually thereafter, the president of The University of Connecticut  
2354 shall submit a report, in accordance with the provisions of section 11-4a  
2355 of the general statutes, on the recruitment and retention status of the  
2356 university's special police forces and fire department to the joint  
2357 standing committees of the General Assembly having cognizance of  
2358 matters relating to public safety and security and higher education and  
2359 employment advancement and to the Board of Trustees of The  
2360 University of Connecticut. Such report shall include, but need not be  
2361 limited to, for both the special police forces and the fire department: (1)  
2362 The total number of authorized positions compared to filled positions,  
2363 including a breakdown of any vacancies due to unfilled positions,  
2364 personnel being in academy training or field training or personnel being  
2365 on administrative, military or medical leave, (2) the total number of any  
2366 resignations, retirements and terminations that occurred during the  
2367 preceding year, including the average seniority of departing personnel,  
2368 (3) a detailed assessment of the forces' or department's ability to provide  
2369 mandated coverage at all applicable campuses and facilities, and (4) an  
2370 analysis of the financial impact of any costs incurred to train and recruit  
2371 personnel who resign within five years of being hired.

2372 Sec. 43. Subsection (d) of section 10a-156b of the general statutes is  
2373 repealed and the following is substituted in lieu thereof (*Effective from*

2374 *passage*):

2375 (d) [The] Notwithstanding the provisions of chapter 68, the president  
2376 of The University of Connecticut shall establish classifications for the  
2377 special police forces positions for The University of Connecticut at Storrs  
2378 and its several campuses, including The University of Connecticut  
2379 Health Center in Farmington, using objective job-related criteria,  
2380 including, but not limited to: (1) Knowledge and skill required to carry  
2381 out the duties of each position, including the skill required (A) in high-  
2382 density campus environments, (B) to provide student-focused  
2383 community outreach services, and (C) to provide specialized emergency  
2384 services within The University of Connecticut Health Center in  
2385 Farmington, (2) mental and physical effort required to carry out the  
2386 duties of each position, [and] (3) the level of accountability assigned to  
2387 each position, and (4) the responsibilities associated with exercising  
2388 jurisdiction at multiple campuses throughout the state. The president  
2389 shall establish and administer all necessary examinations for such  
2390 special police forces.

2391 Sec. 44. (NEW) (*Effective July 1, 2027*) (a) As used in this section and  
2392 sections 45 to 47, inclusive, of this act:

2393 (1) "Public utility pole" means a pole, including a portion of a pole,  
2394 owned by a telephone company or an electric distribution company that  
2395 is used to support wires for (A) the distribution of electricity, (B)  
2396 telecommunications services, as defined in section 16-247a of the  
2397 general statutes, or (C) the lighting of streets or sidewalks;

2398 (2) "Double utility poles" means a replacement public utility pole  
2399 built or installed alongside, or attached to, an existing public utility pole,  
2400 or a portion of an existing public utility pole, for the purpose of  
2401 transferring the wires from the existing utility pole to the replacement  
2402 utility pole, provided the existing public utility pole, including any  
2403 portion of such utility pole, has not been removed after the installation  
2404 of the replacement utility pole;

2405 (3) "Utility pole custodian" means the electric distribution company  
2406 or telephone company with a duty to maintain a public utility pole;

2407 (4) "User" means any person or entity that is not the owner of a public  
2408 utility pole who maintains equipment of any sort on such pole, except  
2409 when a public utility pole is owned by more than one person or entity,  
2410 the person or entity that is a partial owner of such pole and that is not  
2411 performing the removal or replacement work shall be considered a  
2412 "user" for the purposes of this section and section 45 of this act. "User"  
2413 does not include any municipality or political subdivision of the state;

2414 (5) "Electric distribution company" has the same meaning as  
2415 provided in section 16-1 of the general statutes;

2416 (6) "Telephone company" has the same meaning as provided in  
2417 section 16-1 of the general statutes; and

2418 (7) "Complex transfer" means work to transfer a public utility pole  
2419 attachment that would be reasonably likely to cause a service outage or  
2420 damage to any other such attachments, including work such as splicing  
2421 a communication attachment or relocating existing wireless  
2422 attachments. Any transfer involving mobile, fixed, and point-to-point  
2423 wireless communications and attachments owned by wireless Internet  
2424 service providers shall be deemed a complex transfer.

2425 (b) A utility pole custodian, or the custodian's agent, shall deliver  
2426 notice of any removal and replacement work concerning such utility  
2427 pole to each user of such utility pole not more than seventy-two hours  
2428 (1) after starting any such work if such work is planned, or (2) after such  
2429 work is completed if such work was unplanned and necessary to correct  
2430 a hazardous condition on an emergency basis. Such notice shall describe  
2431 the location of the public utility pole, the nature of the work completed  
2432 or to be completed, the date upon which such work was completed or is  
2433 to be completed and the delivery date of such notice. Such notice shall  
2434 be delivered to each user of the public utility pole by electronic means.

2435 (c) Except as provided in section 46 of this act, each user of a public

2436 utility pole that receives notice of work pursuant to subsection (b) of this  
2437 section shall transfer its equipment from the existing public utility pole  
2438 to the replacement public utility pole not later than (1) twenty days after  
2439 receiving such notice if such notice requires the transfer of equipment  
2440 from fifty or fewer public utility poles, or (2) forty-five days after  
2441 receiving such notice if such notice requires the transfer of equipment  
2442 from greater than fifty public utility poles. Upon the completion of the  
2443 work to transfer equipment pursuant to this subsection, the user shall  
2444 provide notice by electronic means to the utility pole custodian that such  
2445 work has been completed.

2446 (d) Except as provided in section 46 of this act, if a user fails to  
2447 complete the work required to transfer the user's equipment in the time  
2448 required under subsection (c) of this section, the utility pole custodian,  
2449 or such custodian's agent, may complete such work on the user's behalf.  
2450 The such custodian or such custodian's agent may submit a bill to such  
2451 user based on the prevailing rate of wages established pursuant to  
2452 section 31-53 of the general statutes, as amended by this act, for any such  
2453 work completed on behalf of such user. Such user shall pay such bill not  
2454 later than sixty days after receipt.

2455 (e) (1) Except as provided in subdivision (2) of this subsection, a user  
2456 that fails to transfer the user's equipment to a replacement public utility  
2457 pole in compliance with subsection (c) of this section or fails to pay a bill  
2458 submitted to such user pursuant to subsection (d) of this section within  
2459 sixty days of receipt shall be in violation of this section. The Public  
2460 Utilities Regulatory Authority may impose, by order of the authority, a  
2461 civil penalty not to exceed one hundred dollars for each violation of  
2462 subsection (c) of this section, and in the case of a continued violation,  
2463 each day thereof shall be deemed a separate violation. The authority  
2464 shall impose any such civil penalty in accordance with the procedure  
2465 established in section 16-41 of the general statutes.

2466 (2) The authority shall impose no penalty on a user or a utility pole  
2467 custodian pursuant to this subsection if (A) the user of a public utility  
2468 pole or the utility pole custodian was prevented from completing the

2469 transfer of such user's equipment due solely to a municipality's failure  
2470 to timely remove or transfer any equipment owned by such  
2471 municipality or a political subdivision of the municipality, (B) a utility  
2472 pole custodian, or such custodian's agent, fails to complete any work  
2473 required to transfer such user's equipment pursuant to subsection (d) of  
2474 this section, or (C) the user or the utility pole custodian can demonstrate  
2475 good cause to the authority why such user failed to timely complete  
2476 such transfer, including, but not limited to, the presence of an  
2477 unidentified attachment to a public utility pole, a significant weather  
2478 event that precludes or delays the timely completion of required work,  
2479 the existence of a declared emergency in the state or if the transfer is a  
2480 complex transfer. If the authority finds the user has demonstrated good  
2481 cause pursuant to subparagraph (C) of this subdivision, the authority  
2482 shall issue a written decision that articulates the basis for such finding.

2483 (f) (1) An electric distribution company or telephone company that  
2484 removes a public utility pole, including any portion of such a utility  
2485 pole, and installs a replacement public utility pole shall complete the  
2486 transfer of any wires or equipment owned by the electric distribution  
2487 company or telephone company not later than forty-five days after such  
2488 company receives notice of work pursuant to subsection (b) of this  
2489 section.

2490 (2) An electric distribution company or telephone company that fails  
2491 to comply with subdivision (1) of this subsection shall be in violation of  
2492 this section. The Public Utilities Regulatory Authority may impose, by  
2493 order of the authority, a civil penalty not to exceed one hundred dollars  
2494 for each violation of this subsection, and in the case of a continued  
2495 violation, each day thereof shall be deemed a separate violation. The  
2496 authority shall impose any such civil penalty in accordance with the  
2497 procedure established in section 16-41 of the general statutes.

2498 (g) The Public Utilities Regulatory Authority shall remit the amount  
2499 of any civil penalty collected pursuant to this section or section 45 of this  
2500 act to the Commissioner of Social Services for the purpose of providing  
2501 funding for the Connecticut energy assistance program administered by

2502 the commissioner pursuant to section 17b-2 of the general statutes.

2503 (h) The Public Utilities Regulatory Authority may adopt regulations,  
2504 in accordance with chapter 54 of the general statutes, to implement the  
2505 provisions of this section and section 45 of this act.

2506 Sec. 45. (NEW) (*Effective July 1, 2027*) (a) On and after July 1, 2027, and  
2507 not less than every six months thereafter, each utility pole custodian  
2508 shall compile a list of any users who have failed to complete work  
2509 required to transfer the user's equipment in compliance with subsection  
2510 (c) of section 44 of this act. Each utility pole custodian shall submit such  
2511 list to the Public Utilities Regulatory Authority.

2512 (b) On and after October 1, 2027, and not less than every six months  
2513 thereafter, based on any list submitted pursuant to subsection (a) of this  
2514 section, the Public Utilities Regulatory Authority shall post on the  
2515 Internet web site of the authority a list of users with an aggregate  
2516 number of public utility pole attachments for which the user has not yet  
2517 completed a transfer as required pursuant to subsection (c) of section 44  
2518 of this act that is three per cent or greater of the total number of public  
2519 utility poles to which the user has an attachment in the state.

2520 (c) Any user identified in a list compiled pursuant to subsection (b)  
2521 of this section shall provide the authority with a written explanation of  
2522 why such user has failed to comply with the provisions of subsection (c)  
2523 of section 44 of this act.

2524 (d) Not later than January 1, 2029, each electric distribution company  
2525 and telephone company shall undertake any work required pursuant to  
2526 section 44 of this act to eliminate double utility poles in existence on  
2527 January 1, 2027. Any such company that fails to perform the work  
2528 required to eliminate such double utility poles on or before January 1,  
2529 2029, shall be in violation of this section. The Public Utilities Regulatory  
2530 Authority may impose, by order of the authority, a civil penalty not to  
2531 exceed one hundred dollars for each violation of this section, and in the  
2532 case of a continued violation, each day thereof shall be deemed a

2533 separate violation. The authority shall impose any such civil penalty in  
2534 accordance with the procedure established in section 16-41 of the  
2535 general statutes.

2536 Sec. 46. (NEW) (*Effective July 1, 2027*) A user shall be exempt from the  
2537 provisions of subsections (c) and (d) of section 44 of this act and  
2538 subsections (c) and (d) of section 45 of this act if the user is not identified  
2539 on the list published by the Public Utilities Regulatory Authority  
2540 pursuant to subsection (b) of section 45 of this act.

2541 Sec. 47. (NEW) (*Effective October 1, 2026*) Not later than December 1,  
2542 2026, the Public Utilities Regulatory Authority shall initiate a docket for  
2543 the purpose of developing a recommended damage liability clause that  
2544 shall be adopted by any public utility pole custodian in any contract or  
2545 other agreement with a user of such pole. The damage liability clause  
2546 shall address scenarios in which, in the process of transferring an  
2547 attachment or equipment from one such pole to another such pole, a  
2548 user damages an attachment or other equipment of another user of such  
2549 pole. Such damage liability clause shall establish a mechanism for  
2550 reimbursement for damages in an amount less than one hundred  
2551 thousand dollars and the submission to the authority for resolution of  
2552 damages in the amount of one hundred thousand dollars or greater.

2553 Sec. 48. (*Effective October 1, 2026*) The Labor Commissioner and the  
2554 Chief Manufacturing Officer, in consultation with the Commissioner of  
2555 Veterans Affairs, shall, within available appropriations, post  
2556 information on the Internet web sites of the Labor Department and the  
2557 Office of Manufacturing concerning benefits and services available to  
2558 veterans, as defined in section 27-103 of the general statutes, in the state.  
2559 Such information shall be in a form available for downloading by an  
2560 employer to display at such employer's place of business.

2561 Sec. 49. (NEW) (*Effective October 1, 2026*) The Commissioner of  
2562 Administrative Services, in consultation with the Commissioner of  
2563 Emergency Services and Public Protection and the State Fire  
2564 Administrator, shall establish a job classification for part-time fire

2565 service instructors within the Division of Fire Services Administration  
2566 within the Department of Emergency Services and Public Protection.

2567 Sec. 50. (*Effective from passage*) The Comptroller shall conduct a study  
2568 of health insurance coverage for retired police officers and firefighters  
2569 in the state. Such study shall include, but need not be limited to, an  
2570 assessment of any gaps in, or lack of, health insurance coverage, or  
2571 diminished health insurance coverage for police officers and firefighters  
2572 in the state who are no longer employed as police officers or firefighters  
2573 due to normal retirement or early retirement as a result of any illness or  
2574 injury. Not later than January 1, 2027, the Comptroller shall submit a  
2575 report, in accordance with the provisions of section 11-4a of the general  
2576 statutes, to the joint standing committee of the General Assembly  
2577 having cognizance of matters relating to labor and public employees on  
2578 the findings of such study. For purposes of this section, "police officer"  
2579 has the same meaning as provided in section 7-294a of the general  
2580 statutes and "firefighter" has the same meaning as provided in section  
2581 7-313g of the general statutes.

2582 Sec. 51. (NEW) (*Effective July 1, 2026*) (a) For purposes of this section,  
2583 "reasonable assurance" means:

2584 (1) An offer of employment to an individual for the following school  
2585 year, whether written, oral or implied, provided such offer: (A) Was  
2586 made by an employee of a local or regional board of education, regional  
2587 educational service center, governing authority for a state charter school  
2588 or an endowed or incorporated academy approved by the State Board  
2589 of Education pursuant to section 10-34 of the general statutes, who has  
2590 authority to make such offer; (B) is for services in the same capacity as  
2591 the individual provided in the prior school year; (C) provides wages or  
2592 a salary in an amount not less than ninety per cent of the amount paid  
2593 to such individual, in the aggregate, by every educational institution for  
2594 which such individual worked during the prior school year; and (D) is  
2595 not contingent on factors within the control of such board of education,  
2596 regional educational service center, governing authority or endowed or  
2597 incorporated academy, including, but not limited to, course

2598 programming, allocation of available funding, program modifications  
2599 or facility availability; and

2600 (2) It is highly probable that such individual will provide services in  
2601 the same capacity during the following school year based on the totality  
2602 of circumstances of the case, including, but not limited to, availability of  
2603 funding, past enrollment levels, the individual's level of seniority and  
2604 the nature of the contingencies on the offer.

2605 (b) Not later than ten days before the last day of regular school  
2606 sessions, each local or regional board of education, regional educational  
2607 service center, governing authority for a state charter school or an  
2608 endowed or incorporated academy approved by the State Board of  
2609 Education pursuant to section 10-34 of the general statutes in the state  
2610 shall submit to the Labor Department, in the form and manner  
2611 prescribed by the Labor Commissioner: (1) A list of each individual who  
2612 (A) was employed as a paraeducator for such board of education,  
2613 regional educational service center, governing authority or endowed or  
2614 incorporated academy, and (B) does not have a reasonable assurance of  
2615 providing such services in the same capacity the following school year,  
2616 including such individual's name and Social Security number, and (2) a  
2617 list of each individual who (A) was employed as a paraeducator for such  
2618 board of education, regional educational service center, governing  
2619 authority or endowed or incorporated academy, and (B) has a  
2620 reasonable assurance of providing such services in the same capacity  
2621 during the following school year or during the period following a school  
2622 holiday or school vacation, including a description of the manner in  
2623 which such reasonable assurance was provided to such individual,  
2624 including, but not limited to, whether an offer was made in writing,  
2625 orally or implied, the nature of any contingencies in the offer and the  
2626 information about the offer communicated to the individual.

2627 (c) The information required pursuant to subsection (b) of this section  
2628 may be considered by the Labor Commissioner for purposes of  
2629 determining eligibility for benefits pursuant to chapter 567 of the  
2630 general statutes, provided such information shall not be conclusive

2631 evidence of reasonable assurance in any case.

2632 Sec. 52. Section 10-155k of the general statutes is repealed and the  
2633 following is substituted in lieu thereof (*Effective July 1, 2026*):

2634 On and after July 1, 2013, the Commissioner of Education shall  
2635 establish a School Paraprofessional Advisory Council, which on and  
2636 after July 1, 2021, shall be known as the School Paraeducator Advisory  
2637 Council, consisting of (1) [one paraeducator] five paraeducators from  
2638 [each] state-wide bargaining representative [organization]  
2639 organizations that [represents] represent paraeducators with  
2640 instructional responsibilities nominated by the Connecticut AFL-CIO,  
2641 (2) one representative from each of the exclusive bargaining units for  
2642 certified employees, chosen pursuant to section 10-153b, (3) the most  
2643 recent recipient of the Connecticut Paraeducator of the Year Award, (4)  
2644 two representatives from the regional educational service centers,  
2645 appointed by the Commissioner of Education, and (5) a school  
2646 administrator, appointed by the Connecticut Federation of School  
2647 Administrators. The council shall hold quarterly meetings and advise,  
2648 at least quarterly, the Commissioner of Education, or the  
2649 commissioner's designee, of the needs for (A) professional development  
2650 and the training of paraeducators and the effectiveness of the content  
2651 and the delivery of existing training for such paraeducators, (B)  
2652 appropriate staffing strategies for paraeducators, and (C) consideration  
2653 of other relevant issues relating to paraeducators. The council shall  
2654 report, annually, in accordance with the provisions of section 11-4a, on  
2655 the recommendations given to the commissioner, or the commissioner's  
2656 designee, pursuant to the provisions of this section, to the joint standing  
2657 committee of the General Assembly having cognizance of matters  
2658 relating to education.

2659 Sec. 53. Subsection (e) of section 29-4 of the general statutes is  
2660 repealed and the following is substituted in lieu thereof (*Effective from*  
2661 *passage*):

2662 (e) [Salaries] (1) Except as provided in an agreement executed

2663 pursuant to subdivision (2) of this section, salaries of the members of the  
2664 Division of State Police within the Department of Emergency Services  
2665 and Public Protection shall be fixed by the Commissioner of  
2666 Administrative Services as provided in section 4-40. State police  
2667 personnel may be promoted, demoted, suspended or removed by the  
2668 commissioner, but no final dismissal from the service shall be ordered  
2669 until a hearing has been had before the Commissioner of Emergency  
2670 Services and Public Protection on charges preferred against such officer.  
2671 Each state police officer shall, before entering upon such officer's duties,  
2672 be sworn to the faithful performance of such duties. The Commissioner  
2673 of Emergency Services and Public Protection shall designate an  
2674 adequate patrol force for motor patrol work exclusively.

2675 (2) For any sworn member of the Division of State Police within the  
2676 Department of Emergency Services and Public Protection assigned to a  
2677 highway construction project administered by the Department of  
2678 Transportation, such sworn member shall be paid at a rate established  
2679 pursuant to an agreement executed between the Commissioner of  
2680 Emergency Services and Public Protection and the Commissioner of  
2681 Transportation on or after the effective date of this section.

2682 Sec. 54. Section 31-53 of the 2026 supplement to the general statutes  
2683 is repealed and the following is substituted in lieu thereof (*Effective*  
2684 *October 1, 2026*):

2685 (a) Each contract for the construction, remodeling, refinishing,  
2686 refurbishing, rehabilitation, alteration or repair of any public works  
2687 project by the state or any of its agents, or by any political subdivision  
2688 of the state or any of its agents, including, on and after July 1, 2025, each  
2689 contract for off-site custom fabrication for any such public works  
2690 project, shall contain the following provision: "The wages paid on an  
2691 hourly basis to any person performing the work of any mechanic,  
2692 laborer or worker on the work herein contracted to be done and the  
2693 amount of payment or contribution paid or payable on behalf of each  
2694 such person to any employee welfare fund, as defined in subsection (i)  
2695 of this section, shall be at a rate equal to the rate customary or prevailing

2696 for the same work in the same trade or occupation in the town in which  
2697 such public works project is being constructed. Any contractor who is  
2698 not obligated by agreement to make payment or contribution on behalf  
2699 of such persons to any such employee welfare fund shall pay to each  
2700 mechanic, laborer or worker as part of such person's wages the amount  
2701 of payment or contribution for such person's classification on each pay  
2702 day." For purposes of this subsection, "off-site custom fabrication"  
2703 means the fabrication of mechanical systems that are fabricated at a site  
2704 located within the state other than the location of a public works project,  
2705 but are fabricated specifically for such public works project, including  
2706 plumbing systems, heating systems, cooling systems, pipefitting  
2707 systems, ventilation systems or exhaust duct systems. "Off-site custom  
2708 fabrication" does not include components or materials that are stock  
2709 shelf items or readily available.

2710 (b) If the commissioner, upon inspection or investigation of a  
2711 complaint, believes that a contractor or subcontractor has knowingly or  
2712 wilfully employed any mechanic, laborer or worker in the construction,  
2713 remodeling, refinishing, refurbishing, rehabilitation, alteration or repair  
2714 of any public works project for or on behalf of the state or any of its  
2715 agents, or any political subdivision of the state or any of its agents, at a  
2716 rate of wage on an hourly basis that is less than the rate customary or  
2717 prevailing for the same work in the same trade or occupation in the town  
2718 in which such public works project is being constructed, remodeled,  
2719 refinished, refurbished, rehabilitated, altered or repaired, or who has  
2720 failed to pay the amount of payment or contributions paid or payable  
2721 on behalf of each such person to any employee welfare fund, or in lieu  
2722 thereof to the person, as provided by subsection (a) of this section, such  
2723 contractor or subcontractor shall be issued a citation and may be fined  
2724 five thousand dollars for each offense. The commissioner shall maintain  
2725 a list of any contractor or subcontractor that, during the three preceding  
2726 calendar years, violates this section or enters into a settlement with the  
2727 commissioner to resolve any claim brought by the commissioner  
2728 pursuant to this section. For each contractor or subcontractor placed on  
2729 such list, the commissioner shall record the following information: (1)

2730 The nature of the violation; (2) the total amount of wages and fringe  
2731 benefits making up the violation or agreed upon in any settlement with  
2732 the commissioner; and (3) the total amount of civil penalties and fines  
2733 agreed upon by the commissioner. The commissioner shall review the  
2734 list on the first day of May each year for the preceding rolling three-year  
2735 period and may refer for debarment any contractor or subcontractor that  
2736 committed a violation of this section during the rolling three-year  
2737 period. The commissioner shall refer for debarment any contractor or  
2738 subcontractor that entered into one or more settlement agreements with  
2739 the commissioner where the sum total of all settlements within such  
2740 period exceeds fifty thousand dollars in back wages or fringe benefits,  
2741 or entered into one or more settlement agreements with the  
2742 commissioner where the sum total of all settlements within such period  
2743 exceeds fifty thousand dollars in civil penalties or fines agreed upon by  
2744 the commissioner. Any contractor or subcontractor the commissioner  
2745 refers for debarment may request a hearing before the commissioner.  
2746 Such hearing shall be conducted in accordance with the provisions of  
2747 chapter 54. In addition, if it is found by the contracting officer  
2748 representing the state or political subdivision of the state that any  
2749 mechanic, laborer or worker employed by the contractor or any  
2750 subcontractor directly on the site for the work covered by the contract  
2751 has been or is being paid a rate of wages less than the rate of wages  
2752 required by the contract to be paid as required by this section, the state  
2753 or contracting political subdivision of the state may (A) by written or  
2754 electronic notice to the contractor, terminate such contractor's right to  
2755 proceed with the work or such part of the work as to which there has  
2756 been a failure to pay said required wages and to prosecute the work to  
2757 completion by contract or otherwise, and the contractor and the  
2758 contractor's sureties shall be liable to the state or the contracting political  
2759 subdivision for any excess costs occasioned the state or the contracting  
2760 political subdivision thereby, or (B) withhold payment of money to the  
2761 contractor or subcontractor. The contracting department of the state or  
2762 the political subdivision of the state shall, not later than two days after  
2763 taking such action, notify the Labor Commissioner, in writing or  
2764 electronically, of the name of the contractor or subcontractor, the project

2765 involved, the location of the work, the violations involved, the date the  
2766 contract was terminated, and steps taken to collect the required wages.

2767 (c) The Labor Commissioner may make complaint to the proper  
2768 prosecuting authorities for the violation of any provision of subsection  
2769 (b) of this section.

2770 (d) For the purpose of predetermining the prevailing rate of wage on  
2771 an hourly basis and the amount of payment, contributions and member  
2772 benefits paid or payable on behalf of each person to any employee  
2773 welfare fund, as defined in subsection (i) of this section, in each town  
2774 where such contract is to be performed, the Labor Commissioner shall  
2775 adopt the rate of wages on an hourly basis in accordance with the  
2776 provisions of this section and section 31-76c, and the amount, at the  
2777 journeyman rate, of payment, contributions and member benefits,  
2778 including health, pension, annuity and apprenticeship funds, as  
2779 recognized by the United States Department of Labor and the Labor  
2780 Commissioner paid or payable on behalf of each person to any  
2781 employee welfare fund, as defined in subsection (i) of this section, as  
2782 established in the collective bargaining agreements or understandings  
2783 between employers or employer associations and bona fide labor  
2784 organizations for the same work in the same trade or occupation in the  
2785 town in which the applicable public works project, as defined in section  
2786 31-56a, is being constructed. For each trade or occupation for which  
2787 more than one collective bargaining agreement is in effect for the town  
2788 in which such project is being constructed, the collective bargaining  
2789 agreement of historical jurisdiction shall prevail. For each trade or  
2790 occupation for which there is no collective bargaining agreement in  
2791 effect for the town in which the public works project is being  
2792 constructed, the Labor Commissioner shall adopt and use such  
2793 appropriate and applicable prevailing wage rate determinations as have  
2794 been made by the Secretary of Labor of the United States under the  
2795 provisions of the Davis-Bacon Act, as amended.

2796 (e) The Labor Commissioner shall determine the prevailing rate of  
2797 wages on an hourly basis and the amount of payment or contributions

2798 paid or payable on behalf of such person to any employee welfare fund,  
2799 as defined in subsection (i) of this section, in each locality where any  
2800 such public work is to be constructed, and the agent empowered to let  
2801 such contract shall contact the Labor Commissioner, at least ten but not  
2802 more than twenty days prior to the date such contracts will be  
2803 advertised for bid, to ascertain the proper rate of wages and amount of  
2804 employee welfare fund payments or contributions and shall include  
2805 such rate of wage on an hourly basis and the amount of payment or  
2806 contributions paid or payable on behalf of each person to any employee  
2807 welfare fund, as defined in subsection (i) of this section, or in lieu thereof  
2808 the amount to be paid directly to each person for such payment or  
2809 contributions as provided in subsection (a) of this section for all  
2810 classifications of labor in the proposal for the contract. The rate of wage  
2811 on an hourly basis and the amount of payment or contributions to any  
2812 employee welfare fund, as defined in subsection (i) of this section, or  
2813 cash in lieu thereof, as provided in subsection (a) of this section, shall, at  
2814 all times, be considered as the minimum rate for the classification for  
2815 which it was established. Prior to the award of any contract, purchase  
2816 order, bid package or other designation subject to the provisions of this  
2817 section, such agent shall certify to the Labor Commissioner, either in  
2818 writing or electronically, the total dollar amount of work to be done in  
2819 connection with such public works project, regardless of whether such  
2820 project consists of one or more contracts. Upon the award of any  
2821 contract subject to the provisions of this section, the contractor to whom  
2822 such contract is awarded shall certify, under oath, to the Labor  
2823 Commissioner the pay scale to be used by such contractor and any of  
2824 the contractor's subcontractors for work to be performed under such  
2825 contract.

2826 (f) Each employer subject to the provisions of this section, section 31-  
2827 53c, subsection (f) of section 31-53d or section 31-54 shall (1) keep,  
2828 maintain and preserve such records relating to the wages and hours  
2829 worked by each person performing the work of any mechanic, laborer  
2830 and worker and a schedule of the occupation or work classification at  
2831 which each person performing the work of any mechanic, laborer or

2832 worker on the project is employed during each work day and week in  
2833 such manner and form as the Labor Commissioner establishes to assure  
2834 the proper payments due to such persons or employee welfare funds  
2835 under this section, section 31-53c, subsection (f) of section 31-53d or  
2836 section 31-54, regardless of any contractual relationship alleged to exist  
2837 between the contractor and such person, provided such employer shall  
2838 have the option of keeping, maintaining and preserving such records in  
2839 an electronic format, and (2) submit monthly to the contracting agency  
2840 or the Department of Economic and Community Development  
2841 pursuant to section 31-53c or to the developer of a covered project, as  
2842 defined in section 31-53d, as applicable, by mail, electronic mail or other  
2843 method accepted by such agency, the Department of Economic and  
2844 Community Development or such developer, a certified payroll that  
2845 shall consist of a complete copy of such records accompanied by a  
2846 statement signed by the employer that indicates (A) such records are  
2847 correct; (B) the rate of wages paid to each person performing the work  
2848 of any mechanic, laborer or worker and the amount of payment or  
2849 contributions paid or payable on behalf of each such person to any  
2850 employee welfare fund, as defined in subsection (i) of this section, are  
2851 not less than the prevailing rate of wages and the amount of payment or  
2852 contributions paid or payable on behalf of each such person to any  
2853 employee welfare fund, as determined by the Labor Commissioner  
2854 pursuant to subsection (d) of this section, and not less than those  
2855 required by the contract to be paid; (C) the employer has complied with  
2856 the applicable provisions of this section, section 31-53c, subsection (f) of  
2857 section 31-53d and section 31-54; (D) each such person is covered by a  
2858 workers' compensation insurance policy for the duration of such  
2859 person's employment, which shall be demonstrated by submitting to the  
2860 contracting agency the name of the workers' compensation insurance  
2861 carrier covering each such person, the effective and expiration dates of  
2862 each policy and each policy number; (E) the employer does not receive  
2863 kickbacks, as defined in 41 USC 52, from any employee or employee  
2864 welfare fund; and (F) pursuant to the provisions of section 53a-157a, the  
2865 employer is aware that filing a certified payroll which the employer  
2866 knows to be false is a class D felony for which the employer may be fined

2867 up to five thousand dollars, imprisoned for up to five years, or both.  
2868 This subsection shall not be construed to prohibit a general contractor  
2869 from relying on the certification of a lower tier subcontractor, provided  
2870 the general contractor shall not be exempted from the provisions of  
2871 section 53a-157a if the general contractor knowingly relies upon a  
2872 subcontractor's false certification. Notwithstanding the provisions of  
2873 section 1-210, the certified payroll shall be considered a public record  
2874 and every person shall have the right to inspect and copy such records  
2875 in accordance with the provisions of section 1-212. The provisions of  
2876 subsections (a) and (b) of section 31-59 and sections 31-66 and 31-69 that  
2877 are not inconsistent with the provisions of this section, section 31-53c or  
2878 31-54 apply to this section. Failing to file a certified payroll pursuant to  
2879 subdivision (2) of this subsection is a class D felony for which the  
2880 employer may be fined up to five thousand dollars, imprisoned for up  
2881 to five years, or both.

2882 (g) Any contractor who is required by the Labor Department to make  
2883 any payment as a result of a subcontractor's failure to pay wages or  
2884 benefits, or any subcontractor who is required by the Labor Department  
2885 to make any payment as a result of a lower tier subcontractor's failure  
2886 to pay wages or benefits, may bring a civil action in the Superior Court  
2887 to recover no more than the damages sustained by reason of making  
2888 such payment, together with costs and a reasonable attorney's fee.

2889 (h) (1) The provisions of this section shall not apply where (A) the  
2890 combined total cost or total bond authorization for all work to be  
2891 performed by all contractors and subcontractors in connection with new  
2892 construction of any public works project is less than one million dollars,  
2893 or (B) the combined total cost of all work to be performed by all  
2894 contractors and subcontractors in connection with any remodeling,  
2895 refinishing, refurbishing, rehabilitation, alteration or repair of any  
2896 public works project is less than one hundred thousand dollars.

2897 (2) On and after October 31, 2017, and prior to July 1, 2019, the  
2898 provisions of this subdivision shall not apply where the work to be  
2899 performed by any contractor or subcontractor in connection with new

2900 construction, remodeling, refinishing, refurbishing, rehabilitation,  
2901 alteration or repair of any public works project funded in whole or in  
2902 part by any private bequest that is greater than nine million dollars but  
2903 less than twelve million dollars for a municipality in New Haven  
2904 County with a population of not less than twelve thousand and not  
2905 more than thirteen thousand, as determined by the most recent  
2906 population estimate by the Department of Public Health.

2907 (3) On and after July 1, 2019, and prior to January 1, 2020, the  
2908 provisions of this subdivision shall not apply where the work to be  
2909 performed by any contractor or subcontractor in connection with new  
2910 construction, remodeling, refinishing, refurbishing, rehabilitation,  
2911 alteration or repair of any public works project funded in whole or in  
2912 part by any private bequest that is greater than nine million dollars but  
2913 less than twenty-two million dollars for a municipality in New Haven  
2914 County with a population of not less than twelve thousand and not  
2915 more than thirteen thousand, as determined by the most recent  
2916 population estimate by the Department of Public Health.

2917 (i) As used in this section and sections 31-53c and 31-54, "employee  
2918 welfare fund" means any trust fund established by one or more  
2919 employers and one or more labor organizations or one or more other  
2920 third parties not affiliated with the employers to provide from moneys  
2921 in the fund, whether through the purchase of insurance or annuity  
2922 contracts or otherwise, benefits under an employee welfare plan;  
2923 provided such term shall not include any such fund where the trustee,  
2924 or all of the trustees, are subject to supervision by the Banking  
2925 Commissioner of this state or any other state or the Comptroller of the  
2926 Currency of the United States or the Board of Governors of the Federal  
2927 Reserve System, and "benefits under an employee welfare plan" means  
2928 one or more benefits or services under any plan established or  
2929 maintained for persons performing the work of any mechanics, laborers  
2930 or workers or their families or dependents, or for both, including, but  
2931 not limited to, medical, surgical or hospital care benefits; benefits in the  
2932 event of sickness, accident, disability or death; benefits in the event of

2933 unemployment, or retirement benefits.

2934 (j) (1) Each employer subject to the provisions of this section, section  
2935 31-53c, subsection (f) of section 31-53d or section 31-54 shall complete a  
2936 daily record of each person performing the work of any mechanic,  
2937 laborer or worker at a work site. Such daily record shall include (A) the  
2938 name and location of the project, (B) the current date, (C) the printed  
2939 name or signature and, where applicable, trade license number of each  
2940 person performing the work of a mechanic, laborer or worker, and (D)  
2941 the arrival and departure time to the work site of each person  
2942 performing the work of a mechanic, laborer or worker.

2943 (2) An employer shall (A) keep, maintain and preserve such daily  
2944 records, and (B) submit such daily records weekly to the contracting  
2945 agency or the Department of Economic and Community Development,  
2946 pursuant to section 31-53c, or to the developer of a covered project, as  
2947 defined in section 31-53d, as applicable, by mail, electronic mail or other  
2948 method accepted by such agency, the Department of Economic and  
2949 Community Development or such developer.

2950 (3) Notwithstanding the provisions of section 1-210, the daily records  
2951 required pursuant to this subsection shall be considered a public record  
2952 and every person shall have the right to inspect and copy such daily log  
2953 or sign-in sheet in accordance with the provisions of section 1-212.

2954 (4) Failure to file the daily records required pursuant to this  
2955 subsection is a class C misdemeanor for which the employer may be  
2956 fined up to five hundred dollars, imprisoned for up to three months, or  
2957 both.

2958 Sec. 55. (NEW) (*Effective January 1, 2027*) (a) For the purposes of this  
2959 section and section 31-72 of the general statutes, as amended by this act:

2960 (1) "Construction contract" means any contract entered into on or  
2961 after January 1, 2027, for construction, renovation or rehabilitation in the  
2962 state, including any improvements to real property that are associated  
2963 with such construction, renovation or rehabilitation, or any subcontract

2964 for construction, renovation or rehabilitation between an owner and a  
2965 contractor, a contractor and a subcontractor or between a subcontractor  
2966 and another subcontractor. "Construction contract" does not include (A)  
2967 any public works or other contract entered into with any agency or  
2968 department in the state, another state or a federal agency or department,  
2969 or (B) a home improvement contract for (i) the construction, renovation  
2970 or rehabilitation of an owner-occupied residence or the property where  
2971 such residence is located, or (ii) the construction, renovation or  
2972 rehabilitation of a one-family or two-family dwelling unit or the  
2973 property where such dwelling unit is located, except when such contract  
2974 is for the construction of more than fifteen one-family or two-family  
2975 dwelling units at one project site;

2976 (2) "Contractor" means any individual, firm, partnership,  
2977 corporation, association, company, organization or other business  
2978 entity, including, but not limited to, a construction manager, general or  
2979 prime contractor, joint venture or any combination thereof that has a  
2980 direct contractual relationship with an owner;

2981 (3) "Employee" has the same meaning as provided in section 31-71a  
2982 of the general statutes;

2983 (4) "Owner" has the same meaning as provided in section 42-158i of  
2984 the general statutes;

2985 (5) "Retainage" has the same meaning as provided in section 42-158i  
2986 of the general statutes;

2987 (6) "Subcontractor" means any individual, firm, partnership,  
2988 corporation, association, company, organization or other business entity  
2989 or any combination thereof that (A) does not have a direct contractual  
2990 relationship with an owner, and (B) (i) is a party to a construction  
2991 contract with a contractor, (ii) is a party to a construction contract with  
2992 another subcontractor that has a direct contractual relationship with a  
2993 contractor, or (iii) performs any portion of work at any tier within the  
2994 scope of a construction contract regardless of whether such

2995 subcontractor has a direct contractual relationship with a contractor;  
2996 and

2997 (7) "Wages" has the same meaning as provided in section 31-71a of  
2998 the general statutes.

2999 (b) A contractor that enters into a construction contract shall be jointly  
3000 and severally liable for any unpaid wages due to an employee of a  
3001 subcontractor for such employee's performance of labor included within  
3002 the scope of the construction contract.

3003 (c) Nothing in this section shall prohibit a contractor from including  
3004 in any construction contract between such contractor and a  
3005 subcontractor a provision establishing a remedy for any liability created  
3006 by the nonpayment of wages by a subcontractor, including, but not  
3007 limited to, a provision providing that such liability can be paid from the  
3008 amount withheld for retainage under such contract, provided, for such  
3009 contracts entered into or renewed on and after January 1, 2027, such  
3010 provision does not diminish the right of an employee to bring an action  
3011 under section 31-72 of the general statutes, as amended by this act, and  
3012 does not waive or release any liability assigned to a contractor under  
3013 this section. No such provision in a contract entered into or renewed on  
3014 or after January 1, 2027, to waive or release liability assigned to the  
3015 contractor under this section shall be enforceable.

3016 Sec. 56. Section 31-72 of the general statutes is repealed and the  
3017 following is substituted in lieu thereof (*Effective January 1, 2027*):

3018 (a) When any employer fails to pay an employee wages in accordance  
3019 with the provisions of sections 31-71a to 31-71i, inclusive, or fails to  
3020 compensate an employee in accordance with section 31-76k or where an  
3021 employee or a labor organization representing an employee institutes  
3022 an action to enforce an arbitration award which requires an employer to  
3023 make an employee whole or to make payments to an employee welfare  
3024 fund, such employee or labor organization shall recover, in a civil action,  
3025 (1) twice the full amount of such wages, with costs and such reasonable

3026 attorney's fees as may be allowed by the court, or (2) if the employer  
3027 establishes that the employer had a good faith belief that the  
3028 underpayment of wages was in compliance with law, the full amount of  
3029 such wages or compensation, with costs and such reasonable attorney's  
3030 fees as may be allowed by the court. Any agreement between an  
3031 employee and his or her employer for payment of wages other than as  
3032 specified in said sections shall be no defense to such action. The Labor  
3033 Commissioner may collect the full amount of any such unpaid wages,  
3034 payments due to an employee welfare fund or such arbitration award,  
3035 as well as interest calculated in accordance with the provisions of section  
3036 31-265 from the date the wages or payment should have been received,  
3037 had payment been made in a timely manner. In addition, the Labor  
3038 Commissioner may bring any legal action necessary to recover twice the  
3039 full amount of unpaid wages, payments due to an employee welfare  
3040 fund or arbitration award, and the employer shall be required to pay the  
3041 costs and such reasonable attorney's fees as may be allowed by the court.  
3042 The commissioner shall distribute any wages, arbitration awards or  
3043 payments due to an employee welfare fund collected pursuant to this  
3044 section to the appropriate person.

3045 (b) When a subcontractor fails to pay an employee wages for labor  
3046 performed within the scope of a construction contract entered into on or  
3047 after January 1, 2027, the employee, or a labor organization representing  
3048 the employee, may bring a civil action under this section against either  
3049 the subcontractor, the contractor or both the subcontractor and  
3050 contractor. Not less than thirty days prior to bringing a civil action  
3051 under this section, if a contractor is a party in such action, an employee  
3052 shall provide notice of an alleged violation by the subcontractor to such  
3053 contractor. Such notice shall describe the general nature of the alleged  
3054 violation. No employee shall be required to provide notice pursuant to  
3055 this subsection if such employee has previously given notice to a  
3056 contractor of either the same violation or a prior violation by the same  
3057 subcontractor. Any notice provided to a contractor pursuant to this  
3058 subsection shall not limit the liability of the contractor or preclude  
3059 subsequent amendments of an action brought under this section to

3060 encompass additional employees employed by the subcontractor. For  
3061 purposes of this section, "construction contract", "contractor" and  
3062 "subcontractor" have the same meanings as provided in section 55 of this  
3063 act.

3064 Sec. 57. (NEW) (*Effective July 1, 2026*) (a) The Board of Trustees of The  
3065 University of Connecticut and the Board of Regents for Higher  
3066 Education shall jointly (1) not later than October 1, 2026, identify  
3067 qualities and best practices of an internship program that would qualify  
3068 such internship program as a high quality internship program, which  
3069 qualities shall include, but need not be limited to, not fewer than six of  
3070 the eight career readiness competencies established by the National  
3071 Association of Colleges and Employers, as determined by said boards,  
3072 and (2) not later than January 1, 2027, design a syllabus for an  
3073 asynchronous online training course for employers using the qualities  
3074 and best practices identified pursuant to subdivision (1) of this  
3075 subsection that would enable such employers to offer a high quality  
3076 internship program.

3077 (b) Each board shall post in a conspicuous location on its Internet web  
3078 site (1) the qualities and best practices identified pursuant to subdivision  
3079 (1) of subsection (a) of this section, and (2) a link to the Internet web site  
3080 by which an employer may register for the training course to offer high  
3081 quality internship programs pursuant to section 58 of this act.

3082 Sec. 58. (NEW) (*Effective January 1, 2027*) (a) Not later than July 1, 2027,  
3083 the Board of Regents for Higher Education shall develop and offer an  
3084 asynchronous online training course for employers to offer high quality  
3085 internship programs based on the syllabus designed pursuant to  
3086 subdivision (2) of subsection (a) of section 57 of this act. Such course  
3087 shall be offered through Charter Oak State College and may be subject  
3088 to a course enrollment fee, as prescribed by said college. Said college  
3089 shall award a credential, as prescribed by said college, to any employer  
3090 for the successful completion of such course.

3091 (b) Not later than July 1, 2028, and annually thereafter, the Board of

3092 Regents for Higher Education shall report, in accordance with the  
3093 provisions of section 11-4a of the general statutes, to the joint standing  
3094 committee of the General Assembly having cognizance of matters  
3095 relating to higher education regarding the number of employers in the  
3096 state who received a credential during the prior fiscal year for the  
3097 successful completion of the training course offered pursuant to  
3098 subsection (a) of this section.

3099       Sec. 59. (*Effective July 1, 2026*) Not later than January 1, 2027, each  
3100 institution of higher education in the state shall submit a report, in  
3101 accordance with the provisions of section 11-4a of the general statutes,  
3102 to the joint standing committee of the General Assembly having  
3103 cognizance of matters relating to higher education. Such report shall  
3104 include a description of each internship opportunity available to  
3105 students enrolled at such institution through such institution's career  
3106 services that shall include, but need not be limited to, the type of  
3107 employer that offers the internship, the quality measures the institution  
3108 utilizes to ensure that each internship provides a valuable experience to  
3109 students and any other relevant information.

3110       Sec. 60. (*Effective July 1, 2026*) (a) The Department of Administrative  
3111 Services shall conduct a survey of each state agency, except a constituent  
3112 unit of the state system of higher education, concerning the internship  
3113 programs offered by such state agency. Such survey shall include, but  
3114 need not be limited to, whether each internship that is available through  
3115 each internship program offered by each state agency (1) is paid, and (2)  
3116 meets the qualities and best practices, identified pursuant to subdivision  
3117 (1) of subsection (a) of section 57 of this act, of a high quality internship  
3118 program.

3119       (b) Not later than February 1, 2027, the Department of Administrative  
3120 Services shall submit, in accordance with the provisions of section 11-4a  
3121 of the general statutes, to the joint standing committee of the General  
3122 Assembly having cognizance of matters relating to higher education  
3123 and employment advancement a report on the results of the survey  
3124 conducted pursuant to subsection (a) of this section.

3125       Sec. 61. (*Effective October 1, 2026*) (a) The Department of Revenue  
3126 Services, in consultation with the Office of Policy Management, shall  
3127 study the expansion of the human capital investment tax credit  
3128 established pursuant to section 12-217x of the general statutes. Such  
3129 study shall include, but need not be limited to, the revenue impact from  
3130 (1) the expansion of the tax credit to include compensation paid to  
3131 interns by employers in the state who earned a credential from Charter  
3132 Oak State College for the successful completion of the training course  
3133 on high quality internship programs offered pursuant to the provisions  
3134 of section 58 of this act, and (2) the inclusion of an affected business  
3135 entity, as defined in section 12-284b of the general statutes, to receive  
3136 such tax credit solely for compensation paid to interns, and not any  
3137 other expense that qualifies as a human capital investment, as defined  
3138 in section 12-217x of the general statutes, if such affected business entity  
3139 receives such credential from Charter Oak State College.

3140       (b) Not later than January 1, 2028, the Department of Revenue  
3141 Services shall submit, in accordance with the provisions of section 11-4a  
3142 of the general statutes, to the joint standing committee of the General  
3143 Assembly having cognizance of matters relating to higher education  
3144 and employment advancement a report on the results of the study  
3145 conducted pursuant to the provisions of subsection (a) of this section.

3146       Sec. 62. (*Effective form passage*) Not later than July 1, 2027, the state  
3147 shall provide uninsured and underinsured motorist coverage under the  
3148 State Fleet Insurance Policy, with limits for bodily injury or death not  
3149 less than one million dollars, to employees of the Department of  
3150 Transportation for the protection of such employees who are legally  
3151 entitled to recover damages from owners or operators of uninsured  
3152 motor vehicles and underinsured motor vehicles because of a bodily  
3153 injury, including death resulting therefrom, arising out of or in the  
3154 course of such employee's employment when such employee is required  
3155 to be outside of a motor vehicle.

3156       Sec. 63. Section 12-81x of the general statutes is repealed and the  
3157 following is substituted in lieu thereof (*Effective October 1, 2026*):

3158 The legislative body of any municipality may establish, by ordinance,  
3159 a program to abate all or a portion of the property taxes due with respect  
3160 to real property owned and occupied as the principal residence of the  
3161 surviving spouse or domestic partner of a police officer, firefighter or  
3162 emergency medical technician who dies while in the performance of  
3163 such officer's, firefighter's or technician's duties. As used in this section,  
3164 "domestic partner" means an individual with whom a police officer,  
3165 firefighter or emergency medical technician maintained a domestic  
3166 partnership until such police officer, firefighter or emergency medical  
3167 technician's death, and "domestic partnership" means a partnership  
3168 between two individuals that (1) are eighteen years of age or older, (2)  
3169 are in a committed, intimate relationship with each other, (3) are not  
3170 married to anyone, (4) would not be prohibited from marrying each  
3171 other under the laws of the state, (5) reside together in a principal  
3172 residence, and (6) are each other's sole domestic partner. Any  
3173 municipality that establishes such a program may require a domestic  
3174 partner claiming such abatement to attest to the criteria described in  
3175 subdivisions (1) to (6), inclusive, of this section.

3176 Sec. 64. (*Effective from passage*) (a) There is established a working  
3177 group to review and make recommendations for legislation regarding  
3178 tax incentives and credits for volunteer firefighters in the state.

3179 (b) The working group shall consist of the following members:

3180 (1) One appointed by the speaker of the House of Representatives,  
3181 who is a representative of an organization representing firefighters in  
3182 the state;

3183 (2) One appointed by the president pro tempore of the Senate;

3184 (3) One appointed by the majority leader of the House of  
3185 Representatives;

3186 (4) One appointed by the majority leader of the Senate;

3187 (5) One appointed by the minority leader of the House of

3188 Representatives;

3189 (6) One appointed by the minority leader of the Senate;

3190 (7) The State Fire Administrator, or the administrator's designee; and

3191 (8) The Commissioner of Revenue Services, or the commissioner's  
3192 designee.

3193 (c) Any member of the working group appointed under subdivision  
3194 (1), (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member  
3195 of the General Assembly.

3196 (d) All initial appointments to the working group shall be made not  
3197 later than thirty days after the effective date of this section. Any vacancy  
3198 shall be filled by the appointing authority.

3199 (e) The members appointed by the speaker of the House of  
3200 Representatives and president pro tempore of the Senate shall serve as  
3201 the chairpersons of the working group. Such chairpersons shall  
3202 schedule the first meeting of the task force, which shall be held not later  
3203 than sixty days after the effective date of this section.

3204 (f) The administrative staff of the joint standing committee of the  
3205 General Assembly having cognizance of matters relating to finance,  
3206 revenue and bonding shall serve as administrative staff of the working  
3207 group.

3208 (g) Not later than January 1, 2027, the task force shall submit a report  
3209 on its findings and recommendations to the joint standing committee of  
3210 the General Assembly having cognizance of matters relating to finance,  
3211 revenue and bonding, in accordance with the provisions of section 11-  
3212 4a of the general statutes. The task force shall terminate on the date that  
3213 it submits such report or January 1, 2027, whichever is later.

3214 Sec. 65. (NEW) (*Effective October 1, 2026*) (a) Notwithstanding any  
3215 provision of title 26 of the general statutes: (1) Any food service  
3216 establishment that is regulated pursuant to the Public Health Code may

3217 sell to consumers any lobster greater than the Atlantic States Marine  
3218 Fisheries Commission's American Lobster Fishery Management Plan  
3219 Lobster Management Area 6 maximum legal length, as well as any  
3220 lobster that is less than the Atlantic States Marine Fisheries  
3221 Commission's American Lobster Fishery Management Plan Lobster  
3222 Management Area 6 minimum legal length, as defined in regulations  
3223 adopted pursuant to section 26-157c of the general statutes, provided:  
3224 (1) Such lobster is not taken from such Lobster Management Area 6  
3225 waters or landed in this state, regardless of where such lobsters were  
3226 taken, (2) such lobster is not greater than the maximum legal length or  
3227 less than the minimum legal length in effect for the applicable waters of  
3228 the Atlantic States Marine Fisheries Commission's American Lobster  
3229 Fishery Management Plan Lobster Management Area, or the nation of  
3230 origin, as applicable, and (3) such food service establishment in  
3231 possession of such lobsters possesses a manifest, bill of landing, invoice,  
3232 purchase order or other written documentation that identifies the state,  
3233 lobster management area or nation of origin, as applicable, where such  
3234 lobster was received, and the number of such lobsters received. Such  
3235 documentation shall be retained by the food service establishment for a  
3236 period of six months from the date such lobsters were received by such  
3237 food service establishment and shall be made available to any law  
3238 enforcement officer upon request.

3239 (b) Notwithstanding the provisions of section 26-157j of the general  
3240 statutes, any person licensed as a seafood dealer, pursuant to section 26-  
3241 142a of the general statutes, may sell to a food service establishment that  
3242 is regulated pursuant to the Public Health Code any such lobster, as  
3243 described in subsection (a) of this section, provided such lobster  
3244 complies with the provisions of subdivisions (1) and (2) of said  
3245 subsection. Such seafood dealer shall provide to the purchasing food  
3246 service establishment, at the time of sale, the documentation described  
3247 in subdivision (3) of subsection (a) of this section.

3248 Sec. 66. (NEW) (*Effective July 1, 2026*) (a) As used in this section:

3249 (1) "First responder" means a police officer certified by the Police

3250 Officer Standards and Training Council, volunteer or paid fire service  
3251 personnel certified by the Commission on Fire Prevention and Control  
3252 or emergency medical service personnel licensed or certified by the  
3253 Department of Public Health; and

3254 (2) "Employer" for a police officer means the administrative head of a  
3255 law enforcement unit, as defined in section 7-291e of the general  
3256 statutes, for fire service personnel means the chief of a volunteer or paid  
3257 fire department and for emergency medical service personnel means the  
3258 chief administrator of a volunteer or municipal emergency medical  
3259 service organization, as defined in section 19a-175 of the general  
3260 statutes.

3261 (b) Each first responder seeking to receive a tuition waiver pursuant  
3262 to section 10a-77 of the general statutes, as amended by this act, or 10a-  
3263 99 of the general statutes, as amended by this act, or mortgage assistance  
3264 pursuant to section 73 of this act shall request a compliance certification  
3265 from such first responder's employer, on a form developed by the  
3266 Comptroller pursuant to subsection (c) of this section, to certify that  
3267 such first responder meets the eligibility requirements, established  
3268 pursuant to section 7-294d of the general statutes, as amended by this  
3269 act, 7-323l of the general statutes, as amended by this act, or 19a-177 of  
3270 the general statutes, as amended by this act, for such benefit. Such first  
3271 responder shall submit such compliance certification with such first  
3272 responder's application for a tuition waiver to the Connecticut State  
3273 Community College or the Connecticut State University System or  
3274 application for mortgage assistance to the Connecticut Housing Finance  
3275 Authority, as applicable.

3276 (c) Not later than September 1, 2026, the Comptroller shall develop a  
3277 compliance certification form for an employer of a first responder to  
3278 certify that such first responder meets the eligibility requirements,  
3279 established pursuant to sections 7-294d of the general statutes, as  
3280 amended by this act, 7-323l of the general statutes, as amended by this  
3281 act, and 19a-177 of the general statutes, as amended by this act, to  
3282 qualify for a tuition waiver or mortgage assistance program. The

3283 Comptroller shall post such compliance certification form in a  
3284 conspicuous location on the Comptroller's Internet web site and  
3285 maintain each compliance certification submitted to the Comptroller for  
3286 the duration that such first responder receives such tuition waiver or  
3287 mortgage assistance. The Comptroller may share a copy of a compliance  
3288 certification, if requested by the first responder who is the subject of  
3289 such compliance certification, with such first responder, the Connecticut  
3290 State Community College, the Connecticut State University System, the  
3291 Connecticut Housing Finance Authority or the Department of Revenue  
3292 Services, as requested by such first responder.

3293 (d) Upon the request of a first responder who is a volunteer or  
3294 employee, each employer shall complete a compliance certification form  
3295 if such first responder meets the eligibility requirements established  
3296 pursuant to section 7-294d of the general statutes, as amended by this  
3297 act, 7-323l of the general statutes, as amended by this act, or 19a-177 of  
3298 the general statutes, as amended by this act, for a tuition waiver or  
3299 mortgage assistance program, as applicable. Such compliance  
3300 certification shall be sent to the first responder and a copy submitted to  
3301 the Comptroller in the manner prescribed by the Comptroller.

3302 Sec. 67. Subsection (a) of section 7-294d of the general statutes is  
3303 repealed and the following is substituted in lieu thereof (*Effective October*  
3304 *1, 2026*):

3305 (a) The Police Officer Standards and Training Council shall have the  
3306 following powers:

3307 (1) To develop and periodically update and revise comprehensive  
3308 state and municipal police training plans;

3309 (2) To approve, or revoke the approval of, any state or municipal  
3310 police training school and to issue certification to such schools and to  
3311 revoke such certification;

3312 (3) To set the minimum courses of study and attendance required and  
3313 the equipment and facilities to be required of approved state and

3314 municipal police training schools;

3315 (4) To set the minimum qualifications for law enforcement instructors  
3316 and to issue appropriate certification to such instructors in the field of  
3317 expertise that such instructors will be teaching;

3318 (5) To require that all probationary candidates receive the hours of  
3319 basic training deemed necessary before being eligible for certification,  
3320 such basic training to be completed within one year following the  
3321 appointment as a probationary candidate, unless the candidate is  
3322 granted additional time to complete such basic training by the council;

3323 (6) To require the registration of probationary candidates with the  
3324 academy within ten days of hiring for the purpose of scheduling  
3325 training;

3326 (7) To issue appropriate certification to police officers who have  
3327 satisfactorily completed minimum basic training programs;

3328 (8) To require that each police officer satisfactorily complete at least  
3329 forty hours of certified review training every three years in order to  
3330 maintain certification, unless the officer is granted additional time not  
3331 to exceed one year to complete such training by the council;

3332 (9) To develop an interactive electronic computer platform capable of  
3333 administering training courses and to authorize police officers to  
3334 complete certified review training at a local police department facility  
3335 by means of such platform;

3336 (10) To renew the certification of those police officers who have  
3337 satisfactorily completed review training programs and submitted to a  
3338 urinalysis drug test that screens for controlled substances, including,  
3339 but not limited to, anabolic steroids, the result of which indicated no  
3340 presence of any controlled substance not prescribed for the officer;

3341 (11) To establish, in consultation with the Commissioner of  
3342 Emergency Services and Public Protection, uniform minimum

3343 educational and training standards for employment as a police officer  
3344 in full-time positions, temporary or probationary positions and part-  
3345 time or voluntary positions;

3346 (12) To develop, in consultation with the Commissioner of  
3347 Emergency Services and Public Protection, a schedule to visit and  
3348 inspect police basic training schools and to inspect each school at least  
3349 once each year;

3350 (13) To consult with and cooperate with universities, colleges and  
3351 institutes for the development of specialized courses of study for police  
3352 officers in police science and police administration;

3353 (14) To work with the Commissioner of Emergency Services and  
3354 Public Protection and with departments and agencies of this state and  
3355 other states and the federal government concerned with police training;

3356 (15) To make recommendations to the Commissioner of Emergency  
3357 Services and Public Protection concerning a training academy  
3358 administrator, who shall be appointed by the commissioner, and  
3359 concerning the hiring of staff, within available appropriations, that may  
3360 be necessary in the performance of its functions;

3361 (16) To perform any other acts that may be necessary and appropriate  
3362 to carry out the functions of the council as set forth in sections 7-294a to  
3363 7-294e, inclusive;

3364 (17) To accept, with the approval of the Commissioner of Emergency  
3365 Services and Public Protection, contributions, grants, gifts, donations,  
3366 services or other financial assistance from any governmental unit, public  
3367 agency or the private sector;

3368 (18) To conduct any inspection and evaluation that may be necessary  
3369 to determine if a law enforcement unit is complying with the provisions  
3370 of this section;

3371 (19) At the request and expense of any law enforcement unit, to

3372 conduct general or specific management surveys;

3373 (20) To develop objective and uniform criteria for recommending any  
3374 waiver of regulations or granting a waiver of procedures established by  
3375 the council;

3376 (21) To recruit, select and appoint candidates to the position of  
3377 municipal probationary candidate and provide recruit training for  
3378 candidates of the Connecticut Police Corps program in accordance with  
3379 the Police Corps Act, 42 USC 14091 et seq., as amended from time to  
3380 time;

3381 (22) (A) To develop, adopt and revise, as necessary, comprehensive  
3382 accreditation standards, and designation of such standards as state-  
3383 accreditation tiers one, two and three, for the administration and  
3384 management of law enforcement units, to grant accreditation to those  
3385 law enforcement units that demonstrate their compliance with such  
3386 standards and, at the request and expense of any law enforcement unit,  
3387 to conduct such surveys as may be necessary to determine such unit's  
3388 compliance with such standards; and (B) on and after January 1, 2023 to  
3389 work with any law enforcement unit that has failed to obtain or  
3390 maintain its certification of compliance with the appropriate tier or tiers  
3391 or a higher level of accreditation standards developed by the council or  
3392 the Commission on Accreditation for Law Enforcement Agencies, Inc.,  
3393 pursuant to section 7-294ee;

3394 (23) To recommend to the commissioner the appointment of any  
3395 council training instructor, or such other person as determined by the  
3396 council, to act as a special police officer throughout the state as such  
3397 instructor or other person's official duties may require, provided any  
3398 such instructor or other person so appointed shall be a certified police  
3399 officer. Each such special police officer shall be sworn and may arrest  
3400 and present before a competent authority any person for any offense  
3401 committed within the officer's precinct; [and]

3402 (24) To develop and implement written policies, on or before January

3403 1, 2021, in consultation with the Commissioner of Emergency Services  
3404 and Public Protection concerning the requirements that all police  
3405 officers undergo periodic behavioral health assessments as set forth in  
3406 section 7-291e. Such written policies shall, at a minimum, address (A)  
3407 the confidentiality of such assessments, including, but not limited to,  
3408 compliance with all provisions of the Health Insurance Portability and  
3409 Accountability Act of 1996, P.L. 104-191, as amended from time to time,  
3410 (B) the good faith reasons that the administrative head of a law  
3411 enforcement unit, as defined in section 7-291e, may rely upon when  
3412 requesting that a police officer undergo an additional assessment, (C)  
3413 the availability of behavioral health treatment services that will be  
3414 afforded to any police officer required to undergo a behavioral health  
3415 assessment pursuant to section 7-291e, (D) the ability of a police officer  
3416 to review and contest the results of any such assessment, (E) permissible  
3417 personnel actions, if any, that may be taken by a law enforcement unit  
3418 based on the results of such assessments while taking into consideration  
3419 the due process rights of a police officer, (F) the process for selecting  
3420 psychiatrists and psychologists to conduct such assessments, and (G)  
3421 financial considerations that may be incurred by law enforcement units  
3422 or police officers that are attributable to conducting such assessments;

3423 (25) To establish eligibility requirements, on or before January 1, 2027,  
3424 for police officers to receive a tuition waiver from the Connecticut State  
3425 Community College pursuant to section 10a-77, as amended by this act,  
3426 or the Connecticut State University System pursuant to section 10a-99,  
3427 as amended by this act. Such eligibility requirements shall include, but  
3428 need not be limited to, (A) certification as a police officer by the council,  
3429 and (B) current employment with a law enforcement unit in the state for  
3430 at least two years, but not more than five years, as specified by the  
3431 council; and

3432 (26) To establish eligibility requirements, on or before January 1, 2027,  
3433 for police officers to receive mortgage assistance through a mortgage  
3434 assistance program developed by the Connecticut Housing Finance  
3435 Authority pursuant to section 73 of this act. Such eligibility

3436 requirements shall include, but need not be limited to, (A) certification  
3437 as a police officer by the council, and (B) current employment with a law  
3438 enforcement unit in the state for at least two years, but not more than  
3439 five years, as specified by the council.

3440 Sec. 68. Subsection (a) of section 7-323l of the 2026 supplement to the  
3441 general statutes is repealed and the following is substituted in lieu  
3442 thereof (*Effective October 1, 2026*):

3443 (a) The [commission] Commission of Fire Prevention and Control  
3444 shall:

3445 (1) Recommend minimum standards of education and physical  
3446 condition for candidates for any firefighter position;

3447 (2) Establish standards for fire service training and education  
3448 programs, and develop and conduct an examination program to certify  
3449 those fire service personnel who satisfactorily demonstrate their ability  
3450 to meet the requirements of the fire service training and education  
3451 program standards;

3452 (3) Establish an optional fire service training and education program  
3453 that provides information relative to the blue envelopes designed  
3454 pursuant to section 14-11j and yellow envelopes designed pursuant to  
3455 section 14-11l and techniques for the handling of incidents, such as  
3456 wandering, that involve juveniles and adults with autism spectrum  
3457 disorder, cognitive impairment or nonverbal learning disorder,  
3458 provided the curriculum for such techniques is made available at no cost  
3459 from (A) institutions of higher education, health care professionals or  
3460 advocacy organizations that are concerned with juveniles and adults  
3461 with autism spectrum disorder, cognitive impairment or nonverbal  
3462 learning disorder, or (B) collaborations of such institutions,  
3463 professionals or organizations;

3464 (4) Conduct fire fighting training and education programs designed  
3465 to assist firefighters in developing and maintaining their skills and  
3466 keeping abreast of technological advances in fire suppression, fire

- 3467 protection, fire prevention and related fields;
- 3468 (5) Recommend standards for promotion to the various ranks of fire  
3469 departments;
- 3470 (6) Be authorized, with the approval of the Commissioner of  
3471 Emergency Services and Public Protection, to apply for, receive and  
3472 distribute any state, federal or private funds or contributions available  
3473 for training and education of fire fighting personnel;
- 3474 (7) Recommend that the Commissioner of Emergency Services and  
3475 Public Protection approve or reject the establishment of, or, when  
3476 appropriate, suspend or revoke the approval of, regional fire schools in  
3477 accordance with section 7-323u;
- 3478 (8) Advise the Division of Fire Services Administration within the  
3479 Department of Emergency Services and Public Protection on the  
3480 management of the Statewide Fire Service Disaster Response Plan;
- 3481 (9) Implement the recommendations of the study of the fire service  
3482 authorized pursuant to subdivision (36) of subsection (b) of section 41  
3483 of public act 23-204; [and]
- 3484 (10) Submit to the Governor, the joint standing committee of the  
3485 General Assembly having cognizance of matters relating to public safety  
3486 and security, in accordance with the provisions of section 11-4a, and the  
3487 Commissioner of Emergency Services and Public Protection an annual  
3488 report (A) relating to the activities, recommendations and  
3489 accomplishments of the commission, and (B) making recommendations  
3490 on the funding necessary for the operation of, the maintenance of and  
3491 capital improvements to the state fire school and regional fire schools;
- 3492 (11) Establish eligibility requirements, on or before January 1, 2027,  
3493 for firefighters, as defined in section 7-323j, including, but not limited to,  
3494 firefighters serving a fire department operated by a federally recognized  
3495 Indian tribe in the state, to receive a tuition waiver from the Connecticut  
3496 State Community College pursuant to section 10a-77, as amended by

3497 this act, or the Connecticut State University System pursuant to section  
3498 10a-99, as amended by this act. Such eligibility requirements shall  
3499 include, but need not be limited to, (A) certification as fire service  
3500 personnel by the commission, and (B) current employment with a fire  
3501 department in the state for at least two years, but not more than five  
3502 years, as specified by the commission; and

3503 (12) Establish eligibility requirements, on or before January 1, 2027,  
3504 for firefighters, as defined in section 7-323j, to receive mortgage  
3505 assistance through a mortgage assistance program developed by the  
3506 Connecticut Housing Finance Authority pursuant to section 73 of this  
3507 act. Such eligibility requirements shall include, but need not be limited  
3508 to, (A) certification as fire service personnel by the commission, and (B)  
3509 current employment with a fire department in the state for at least two  
3510 years, but not more than five years, as specified by the commission.

3511 Sec. 69. Section 19a-177 of the general statutes is repealed and the  
3512 following is substituted in lieu thereof (*Effective October 1, 2026*):

3513 The [commissioner] Commissioner of Public Health shall:

3514 (1) With the advice of the Office of Emergency Medical Services  
3515 established pursuant to section 19a-178 and of an advisory committee  
3516 on emergency medical services and with the benefit of meetings held  
3517 pursuant to subsection (b) of section 19a-184, adopt every five years a  
3518 state-wide plan for the coordinated delivery of emergency medical  
3519 services;

3520 (2) License or certify the following: (A) Ambulance operations,  
3521 emergency medical services personnel and communications personnel;  
3522 (B) emergency room facilities and communications facilities; and (C)  
3523 transportation equipment, including land, sea and air vehicles used for  
3524 transportation of patients to emergency facilities and periodically  
3525 inspect life saving equipment, emergency facilities and emergency  
3526 transportation vehicles to ensure state standards are maintained;

3527 (3) Annually inventory emergency medical services resources within

3528 the state, including facilities, equipment, and personnel, for the  
3529 purposes of determining the need for additional services and the  
3530 effectiveness of existing services;

3531 (4) Review and evaluate all area-wide plans developed by the  
3532 emergency medical services councils pursuant to section 19a-182 in  
3533 order to insure conformity with standards issued by the commissioner;

3534 (5) Not later than thirty days after their receipt, review all grant and  
3535 contract applications for federal or state funds concerning emergency  
3536 medical services or related activities for conformity to policy guidelines  
3537 and forward such application to the appropriate agency, when required;

3538 (6) Establish such minimum standards and adopt such regulations in  
3539 accordance with the provisions of chapter 54, as may be necessary to  
3540 develop the following components of an emergency medical service  
3541 system: (A) Communications, which shall include, but not be limited to,  
3542 equipment, radio frequencies and operational procedures; (B)  
3543 transportation services, which shall include, but not be limited to,  
3544 vehicle type, design, condition and maintenance, and operational  
3545 procedures; (C) training, which shall include, but not be limited to,  
3546 emergency medical services personnel, communications personnel,  
3547 paraprofessionals associated with emergency medical services,  
3548 firefighters and state and local police; (D) emergency medical service  
3549 facilities, which shall include, but not be limited to, categorization of  
3550 emergency departments as to their treatment capabilities and ancillary  
3551 services; and (E) mobile integrated health care programs, which shall  
3552 include, but not be limited to, the standards to ensure the health, safety  
3553 and welfare of the patients being served by such programs and data  
3554 collection and reporting requirements to ensure and measure quality  
3555 outcomes of such programs;

3556 (7) Coordinate training of all emergency medical services personnel;

3557 (8) (A) Develop an emergency medical services data collection  
3558 system. Each emergency medical service organization licensed or

3559 certified pursuant to this chapter shall submit data to the commissioner,  
3560 on a quarterly basis, from each licensed ambulance service, certified  
3561 ambulance service or paramedic intercept service that provides  
3562 emergency medical services. Such submitted data shall include, but not  
3563 be limited to: (i) The total number of and reasons for calls for emergency  
3564 medical services received by such licensed ambulance service, certified  
3565 ambulance service or paramedic intercept service through the 9-1-1  
3566 system during the reporting period; (ii) each level of emergency medical  
3567 services, as defined in regulations adopted pursuant to section 19a-179,  
3568 required for each such call; (iii) the response time for each licensed  
3569 ambulance service, certified ambulance service or paramedic intercept  
3570 service during the reporting period; (iv) the number of passed calls,  
3571 cancelled calls and mutual aid calls, both made and received, during the  
3572 reporting period; and (v) for the reporting period, the prehospital data  
3573 for the nonscheduled transport of patients required by regulations  
3574 adopted pursuant to subdivision (6) of this section. The data required  
3575 under this subdivision may be submitted in any electronic form selected  
3576 by such licensed ambulance service, certified ambulance service or  
3577 paramedic intercept service and approved by the commissioner,  
3578 provided the commissioner shall take into consideration the needs of  
3579 such licensed ambulance service, certified ambulance service or  
3580 paramedic intercept service in approving such electronic form. The  
3581 commissioner may conduct an audit of any such licensed ambulance  
3582 service, certified ambulance service or paramedic intercept service as  
3583 the commissioner deems necessary in order to verify the accuracy of  
3584 such reported data.

3585 (B) On or before June 1, 2023, and annually thereafter, the  
3586 commissioner shall prepare a report to the Emergency Medical Services  
3587 Advisory Board, established pursuant to section 19a-178a, that shall  
3588 include, but not be limited to, the following data: (i) The total number  
3589 of calls for emergency medical services received during the reporting  
3590 year by each licensed ambulance service, certified ambulance service or  
3591 paramedic intercept service; (ii) the level of emergency medical services  
3592 required for each such call; (iii) the name of the emergency medical

3593 service organization that provided each such level of emergency  
3594 medical services furnished during the reporting year; (iv) the response  
3595 time, by time ranges or fractile response times, for each licensed  
3596 ambulance service, certified ambulance service or paramedic intercept  
3597 service, using a common definition of response time, as provided in  
3598 regulations adopted pursuant to section 19a-179; (v) the number of  
3599 passed calls, cancelled calls and mutual aid calls during the reporting  
3600 year; and (vi) any shortage of emergency medical services personnel in  
3601 the state. The commissioner shall prepare such report in a format that  
3602 categorizes such data for each municipality in which the emergency  
3603 medical services were provided, with each such municipality grouped  
3604 according to urban, suburban and rural classifications.

3605 (C) If any licensed ambulance service, certified ambulance service or  
3606 paramedic intercept service does not submit the data required under  
3607 subparagraph (A) of this subdivision for a period of six consecutive  
3608 months, or if the commissioner believes that such licensed ambulance  
3609 service, certified ambulance service or paramedic intercept service  
3610 knowingly or intentionally submitted incomplete or false data, the  
3611 commissioner shall issue a written order directing such licensed  
3612 ambulance service, certified ambulance service or paramedic intercept  
3613 service to comply with the provisions of subparagraph (A) of this  
3614 subdivision and submit all missing data or such corrected data as the  
3615 commissioner may require. If such licensed ambulance service, certified  
3616 ambulance service or paramedic intercept service fails to fully comply  
3617 with such order not later than three months from the date such order is  
3618 issued, the commissioner (i) shall conduct a hearing, in accordance with  
3619 chapter 54, at which such licensed ambulance service, certified  
3620 ambulance service or paramedic intercept service shall be required to  
3621 show cause why the primary service area assignment of such licensed  
3622 ambulance service, certified ambulance service or paramedic intercept  
3623 service should not be revoked, and (ii) may take such disciplinary action  
3624 under section 19a-17 as the commissioner deems appropriate.

3625 (D) The commissioner shall collect the data required by

3626 subparagraph (A) of this subdivision, in the manner provided in said  
3627 subparagraph, from each emergency medical service organization  
3628 licensed or certified pursuant to this chapter. Any such emergency  
3629 medical service organization that fails to comply with the provisions of  
3630 this section shall be liable for a civil penalty not to exceed one hundred  
3631 dollars per day for each failure to report the required data regarding  
3632 emergency medical services provided to a patient, as determined by the  
3633 commissioner. The civil penalties set forth in this subparagraph shall be  
3634 assessed only after the department provides a written notice of  
3635 deficiency and the organization is afforded the opportunity to respond  
3636 to such notice. An organization shall have not more than fifteen business  
3637 days after the date of receiving such notice to provide a written response  
3638 to the department. The commissioner may adopt regulations, in  
3639 accordance with chapter 54, concerning the development,  
3640 implementation, monitoring and collection of emergency medical  
3641 service system data. All state agencies licensed or certified as emergency  
3642 medical service organizations shall be exempt from the civil penalties  
3643 set forth in this subparagraph.

3644 (E) The commissioner shall, with the recommendation of the  
3645 Connecticut Emergency Medical Services Advisory Board established  
3646 pursuant to section 19a-178a, adopt for use in trauma data collection the  
3647 most recent version of the National Trauma Data Bank's National  
3648 Trauma Data Standards and Data Dictionary and nationally recognized  
3649 guidelines for field triage of injured patients.

3650 (F) On or before June 1, 2024, and annually thereafter, the  
3651 commissioner shall submit the report described in subparagraph (B) of  
3652 this subdivision, in accordance with the provisions of section 11-4a, to  
3653 the joint standing committee of the General Assembly having  
3654 cognizance of matters relating to public health;

3655 (9) (A) Establish rates for the conveyance and treatment of patients  
3656 by licensed ambulance services and invalid coaches and establish  
3657 emergency service rates for certified ambulance services and paramedic  
3658 intercept services, provided (i) the present rates established for such

3659 services and vehicles shall remain in effect until such time as the  
3660 commissioner establishes a new rate schedule as provided in this  
3661 subdivision, and (ii) any rate increase not in excess of the Medical Care  
3662 Services Consumer Price Index, as published by the Bureau of Labor  
3663 Statistics of the United States Department of Labor, for the prior year,  
3664 filed in accordance with subparagraph (B)(iii) of this subdivision shall  
3665 be deemed approved by the commissioner. For purposes of this  
3666 subdivision, licensed ambulance services and paramedic intercept  
3667 services shall not include emergency air transport services or mobile  
3668 integrated health care programs.

3669 (B) Adopt regulations, in accordance with the provisions of chapter  
3670 54, establishing methods for setting rates and conditions for charging  
3671 such rates. Such regulations shall include, but not be limited to,  
3672 provisions requiring that on and after July 1, 2000: (i) Requests for rate  
3673 increases may be filed no more frequently than once a year, except that,  
3674 in any case where an agency's schedule of maximum allowable rates  
3675 falls below that of the Medicare allowable rates for that agency, the  
3676 commissioner shall immediately amend such schedule so that the rates  
3677 are at or above the Medicare allowable rates; (ii) only licensed  
3678 ambulance services, certified ambulance services and paramedic  
3679 intercept services that apply for a rate increase in excess of the Medical  
3680 Care Services Consumer Price Index, as published by the Bureau of  
3681 Labor Statistics of the United States Department of Labor, for the prior  
3682 year, and do not accept the maximum allowable rates contained in any  
3683 voluntary state-wide rate schedule established by the commissioner for  
3684 the rate application year shall be required to file detailed financial  
3685 information with the commissioner, provided any hearing that the  
3686 commissioner may hold concerning such application shall be conducted  
3687 as a contested case in accordance with chapter 54; (iii) licensed  
3688 ambulance services, certified ambulance services and paramedic  
3689 intercept services that do not apply for a rate increase in any year in  
3690 excess of the Medical Care Services Consumer Price Index, as published  
3691 by the Bureau of Labor Statistics of the United States Department of  
3692 Labor, for the prior year, or that accept the maximum allowable rates

3693 contained in any voluntary state-wide rate schedule established by the  
3694 commissioner for the rate application year shall, not later than the last  
3695 business day in August of such year, file with the commissioner a  
3696 statement of emergency and nonemergency call volume, and, in the case  
3697 of a licensed ambulance service, certified ambulance service or  
3698 paramedic intercept service that is not applying for a rate increase, a  
3699 written declaration by such licensed ambulance service, certified  
3700 ambulance service or paramedic intercept service that no change in its  
3701 currently approved maximum allowable rates will occur for the rate  
3702 application year; and (iv) detailed financial and operational information  
3703 filed by licensed ambulance services, certified ambulance services and  
3704 paramedic intercept services to support a request for a rate increase in  
3705 excess of the Medical Care Services Consumer Price Index, as published  
3706 by the Bureau of Labor Statistics of the United States Department of  
3707 Labor, for the prior year, shall cover the time period pertaining to the  
3708 most recently completed fiscal year and the rate application year of the  
3709 licensed ambulance service, certified ambulance service or paramedic  
3710 intercept service.

3711 (C) Establish rates for licensed ambulance services, certified  
3712 ambulance services or paramedic intercept services for the following  
3713 services and conditions: (i) "Advanced life support assessment" and  
3714 "specialty care transports", which terms have the meanings provided in  
3715 42 CFR 414.605; and (ii) mileage, which may include mileage for an  
3716 ambulance transport when the point of origin and final destination for  
3717 a transport is within the boundaries of the same municipality. The rates  
3718 established by the commissioner for each such service or condition shall  
3719 be equal to (I) the ambulance service's base rate plus its established  
3720 advanced life support/paramedic surcharge when advanced life  
3721 support assessment services are performed; (II) two hundred twenty-  
3722 five per cent of the ambulance service's established base rate for  
3723 specialty care transports; and (III) "loaded mileage", as the term is  
3724 defined in 42 CFR 414.605, multiplied by the ambulance service's  
3725 established rate for mileage. Such rates shall remain in effect until such  
3726 time as the commissioner establishes a new rate schedule as provided

3727 in this subdivision.

3728 (D) Establish rates for the treatment and release of patients by a  
3729 licensed or certified emergency medical services organization or a  
3730 provider who does not transport such patients to an emergency  
3731 department and who is operating within the scope of such  
3732 organization's or provider's practice and following protocols approved  
3733 by the sponsor hospital. The rates established pursuant to this  
3734 subparagraph shall not apply to the treatment provided to patients  
3735 through mobile integrated health care programs;

3736 (10) Establish primary service areas and assign in writing a primary  
3737 service area responder for each primary service area. Each state-owned  
3738 campus having an acute care hospital on the premises shall be  
3739 designated as the primary service area responder for that campus;

3740 (11) Revoke primary service area assignments upon determination by  
3741 the commissioner that it is in the best interests of patient care to do so;  
3742 [and]

3743 (12) Annually issue a list of minimum equipment requirements for  
3744 authorized emergency medical services vehicles based upon current  
3745 national standards. The commissioner shall distribute such list to all  
3746 emergency medical service organizations and sponsor hospital medical  
3747 directors and make such list available to other interested stakeholders.  
3748 Emergency medical service organizations shall have one year from the  
3749 date of issuance of such list to comply with the minimum equipment  
3750 requirements; and

3751 (13) (A) Establish eligibility requirements, on or before January 1,  
3752 2027, in consultation with the Commission on Fire Prevention and  
3753 Control, for emergency medical service personnel to receive a tuition  
3754 waiver from the Connecticut State Community College pursuant to  
3755 section 10a-77, as amended by this act, or the Connecticut State  
3756 University System pursuant to section 10a-99, as amended by this act.  
3757 Such eligibility requirements shall include, but need not be limited to,

3758 (i) license or certification as emergency medical service personnel by the  
3759 commissioner, and (ii) current employment with a municipal or  
3760 volunteer emergency medical service organization in the state for at  
3761 least two years, but not more than five years, as specified by the  
3762 commissioner;

3763 (B) Establish eligibility requirements, on or before January 1, 2027, for  
3764 emergency medical service personnel to receive mortgage assistance  
3765 through a mortgage assistance program developed by the Connecticut  
3766 Housing Finance Authority pursuant to section 73 of this act. Such  
3767 eligibility requirements shall include, but need not be limited to, (i)  
3768 license or certification as emergency medical service personnel by the  
3769 commissioner, and (ii) current employment with a municipal or  
3770 volunteer emergency medical service organization in the state for at  
3771 least two years, but not more than five years, as specified by the  
3772 commissioner.

3773 Sec. 70. Subsection (d) of section 10a-77 of the 2026 supplement to the  
3774 general statutes is repealed and the following is substituted in lieu  
3775 thereof (*Effective July 1, 2027*):

3776 (d) The Board of Regents for Higher Education shall waive the  
3777 payment of tuition at the Connecticut State Community College (1) for  
3778 any dependent child of a person whom the armed forces of the United  
3779 States has declared to be missing in action or to have been a prisoner of  
3780 war while serving in such armed forces after January 1, 1960, which  
3781 child has been accepted for admission to said college and is a resident  
3782 of the state at the time such child is accepted for admission to said  
3783 college, (2) subject to the provisions of subsection (e) of this section, for  
3784 any veteran, as defined in section 27-103, who performed service in time  
3785 of war, as defined in section 27-103, except that for purposes of this  
3786 subsection, "service in time of war" shall not include time spent in  
3787 attendance at a military service academy, which veteran has been  
3788 accepted for admission to said college and is domiciled in this state at  
3789 the time such veteran is accepted for admission to said college. Said  
3790 board shall also waive for any such veteran the payment of any

3791 extension fees under section 10a-26 for educational extension programs,  
3792 (3) for any resident of the state (A) sixty-two years of age or older, or (B)  
3793 who is a resident of a nursing home, as defined in section 19a-490, and  
3794 has maintained residency at such nursing home for not less than thirty  
3795 days, provided, at the end of the regular registration period, there are  
3796 enrolled in the course a sufficient number of students other than those  
3797 residents eligible for waivers pursuant to this subdivision to offer the  
3798 course in which such resident intends to enroll and there is space  
3799 available in such course after accommodating all such students, (4) for  
3800 any student attending the Connecticut State Police Academy who is  
3801 enrolled in a law enforcement program at said academy offered in  
3802 coordination with the Connecticut State Community College which  
3803 accredits courses taken in such program, (5) for any active member of  
3804 the Connecticut Army or Air National Guard who (A) has been certified  
3805 by the Adjutant General or such Adjutant General's designee as a  
3806 member in good standing of the guard, and (B) is enrolled or accepted  
3807 for admission to said college on a full-time or part-time basis in an  
3808 undergraduate degree-granting program. Said board shall also waive  
3809 for any such member the payment of any mandatory fees relating to  
3810 such member's enrollment in said college, including, but not limited to,  
3811 any extension fees under section 10a-26 for educational extension  
3812 programs, (6) for any dependent child of a (A) police officer, as defined  
3813 in section 7-294a, or supernumerary or auxiliary police officer, (B)  
3814 firefighter, as defined in section 7-323j, or member of a volunteer fire  
3815 company, (C) municipal employee, or (D) state employee, as defined in  
3816 section 5-154, killed in the line of duty, (7) for any resident of the state  
3817 who is a dependent child or surviving spouse of a specified terrorist  
3818 victim who was a resident of this state, (8) for any dependent child of a  
3819 resident of the state who was killed in a multivehicle crash at or near the  
3820 intersection of Routes 44 and 10 and Nod Road in Avon on July 29, 2005,  
3821 [and] (9) for any resident of the state who is a dependent child or  
3822 surviving spouse of a person who was killed in action while performing  
3823 active military duty with the armed forces of the United States on or  
3824 after September 11, 2001, and who was a resident of this state, (10) for  
3825 any first responder, as defined in section 66 of this act, who (A) submits

3826 a compliance certification pursuant to the provisions of section 66 of this  
3827 act, and (B) is enrolled or accepted for admission to said college, and (11)  
3828 for any student attending the state fire school who is enrolled in a  
3829 program at said school offered in coordination with Connecticut State  
3830 Community College that accredits courses taken in such program,  
3831 provided tuition waivers issued pursuant to subdivisions (10) and (11)  
3832 of this subsection shall be limited to two hundred eligible persons per  
3833 academic year. If any person who receives a tuition waiver in  
3834 accordance with the provisions of this subsection also receives  
3835 educational reimbursement from an employer, such waiver shall be  
3836 reduced by the amount of such educational reimbursement. Veterans  
3837 and members of the National Guard described in subdivision (5) of this  
3838 subsection shall be given the same status as students not receiving  
3839 tuition waivers in registering for courses at the Connecticut State  
3840 Community College. Notwithstanding the provisions of section 10a-30,  
3841 as used in this subsection, "domiciled in this state" includes domicile for  
3842 less than one year.

3843 Sec. 71. Subsection (d) of section 10a-99 of the 2026 supplement to the  
3844 general statutes is repealed and the following is substituted in lieu  
3845 thereof (*Effective July 1, 2027*):

3846 (d) The Board of Regents for Higher Education shall waive the  
3847 payment of tuition fees for undergraduate and graduate degree  
3848 programs at the Connecticut State University System (1) for any  
3849 dependent child of a person whom the armed forces of the United States  
3850 has declared to be missing in action or to have been a prisoner of war  
3851 while serving in such armed forces after January 1, 1960, which child  
3852 has been accepted for admission to such institution and is a resident of  
3853 the state at the time such child is accepted for admission to such  
3854 institution, (2) subject to the provisions of subsection (e) of this section,  
3855 for any veteran, as defined in section 27-103, who performed service in  
3856 time of war, as defined in section 27-103, except that for purposes of this  
3857 subsection, "service in time of war" shall not include time spent in  
3858 attendance at a military service academy, which veteran has been

3859 accepted for admission to such institution and is domiciled in this state  
3860 at the time such veteran is accepted for admission to such institution.  
3861 Said board shall also waive for any such veteran the payment of any  
3862 extension fees under section 10a-26 for educational extension programs,  
3863 (3) for any resident of the state sixty-two years of age or older who has  
3864 been accepted for admission to such institution, provided (A) such  
3865 resident is enrolled in a degree-granting program, or (B) at the end of  
3866 the regular registration period, there are enrolled in the course a  
3867 sufficient number of students other than those residents eligible for  
3868 waivers pursuant to this subdivision to offer the course in which such  
3869 resident intends to enroll and there is space available in such course  
3870 after accommodating all such students, (4) for any student attending the  
3871 Connecticut Police Academy who is enrolled in a law enforcement  
3872 program at said academy offered in coordination with [the] a university  
3873 which accredits courses taken in such program, (5) for any active  
3874 member of the Connecticut Army or Air National Guard who (A) has  
3875 been certified by the Adjutant General or such Adjutant General's  
3876 designee as a member in good standing of the guard, and (B) is enrolled  
3877 or accepted for admission to such institution on a full-time or part-time  
3878 basis in an undergraduate or graduate degree-granting program. Said  
3879 board shall also waive for any such member the payment of any  
3880 mandatory fees relating to such member's enrollment in such  
3881 institution, including, but not limited to, any extension fees under  
3882 section 10a-26 for educational extension programs, (6) for any  
3883 dependent child of a (A) police officer, as defined in section 7-294a, or  
3884 supernumerary or auxiliary police officer, (B) firefighter, as defined in  
3885 section 7-323j, or member of a volunteer fire company, (C) municipal  
3886 employee, or (D) state employee, as defined in section 5-154, killed in  
3887 the line of duty, (7) for any resident of this state who is a dependent  
3888 child or surviving spouse of a specified terrorist victim who was a  
3889 resident of the state, (8) for any dependent child of a resident of the state  
3890 who was killed in a multivehicle crash at or near the intersection of  
3891 Routes 44 and 10 and Nod Road in Avon on July 29, 2005, [and] (9) for  
3892 any resident of the state who is a dependent child or surviving spouse  
3893 of a person who was killed in action while performing active military

3894 duty with the armed forces of the United States on or after September  
3895 11, 2001, and who was a resident of this state, (10) for any first  
3896 responder, as defined in section 66 of this act, who (A) submits a  
3897 compliance certification pursuant to the provisions of section 66 of this  
3898 act, and (B) is enrolled or accepted for admission to such institution, and  
3899 (11) for any student attending the state fire school who is enrolled in a  
3900 program at said school offered in coordination with a university that  
3901 accredits courses taken in such program, provided tuition waivers  
3902 issued pursuant to subdivisions (10) and (11) of this subsection shall be  
3903 limited to two hundred eligible persons per academic year. If any person  
3904 who receives a tuition waiver in accordance with the provisions of this  
3905 subsection also receives educational reimbursement from an employer,  
3906 such waiver shall be reduced by the amount of such educational  
3907 reimbursement. Veterans and members of the National Guard  
3908 described in subdivision (5) of this subsection shall be given the same  
3909 status as students not receiving tuition waivers in registering for courses  
3910 at Connecticut state universities. Notwithstanding the provisions of  
3911 section 10a-30, as used in this subsection, "domiciled in this state"  
3912 includes domicile for less than one year.

3913 Sec. 72. Subsection (e) of section 10a-105 of the 2026 supplement to  
3914 the general statutes is repealed and the following is substituted in lieu  
3915 thereof (*Effective July 1, 2027*):

3916 (e) Said board of trustees shall waive the payment of tuition fees for  
3917 any undergraduate or graduate degree program at The University of  
3918 Connecticut (1) for any dependent child of a person whom the armed  
3919 forces of the United States has declared to be missing in action or to have  
3920 been a prisoner of war while serving in such armed forces after January  
3921 1, 1960, which child has been accepted for admission to The University  
3922 of Connecticut and is a resident of the state at the time such child is  
3923 accepted for admission to said institution, (2) subject to the provisions  
3924 of subsection (f) of this section, for any veteran, as defined in section 27-  
3925 103, who performed service in time of war, as defined in section 27-103,  
3926 except that for purposes of this subsection, "service in time of war" shall

3927 not include time spent in attendance at a military service academy,  
3928 which veteran has been accepted for admission to said institution and is  
3929 domiciled in this state at the time such veteran is accepted for admission  
3930 to said institution. Said board shall also waive for any such veteran the  
3931 payment of any extension fees under section 10a-26 for educational  
3932 extension programs, (3) for any resident of the state sixty-two years of  
3933 age or older who has been accepted for admission to said institution,  
3934 provided (A) such resident is enrolled in a degree-granting program, or  
3935 (B) at the end of the regular registration period, there are enrolled in the  
3936 course a sufficient number of students other than those residents eligible  
3937 for waivers pursuant to this subdivision to offer the course in which  
3938 such resident intends to enroll and there is space available in such  
3939 course after accommodating all such students, (4) for any active member  
3940 of the Connecticut Army or Air National Guard who (A) has been  
3941 certified by the Adjutant General or such Adjutant General's designee  
3942 as a member in good standing of the guard, and (B) is enrolled or  
3943 accepted for admission to said institution on a full-time or part-time  
3944 basis in an undergraduate or graduate degree-granting program. Said  
3945 board shall also waive for any such member the payment of any  
3946 mandatory fees relating to such member's enrollment in said institution,  
3947 including, but not limited to, any extension fees under section 10a-26 for  
3948 educational extension programs, (5) for any dependent child of a (A)  
3949 police officer, as defined in section 7-294a, or supernumerary or  
3950 auxiliary police officer, (B) firefighter, as defined in section 7-323j, or  
3951 member of a volunteer fire company, (C) municipal employee, or (D)  
3952 state employee, as defined in section 5-154, killed in the line of duty, (6)  
3953 for any resident of the state who is the dependent child or surviving  
3954 spouse of a specified terrorist victim who was a resident of the state, (7)  
3955 for any dependent child of a resident of the state who was killed in a  
3956 multivehicle crash at or near the intersection of Routes 44 and 10 and  
3957 Nod Road in Avon on July 29, 2005, and (8) for any resident of the state  
3958 who is a dependent child or surviving spouse of a person who was  
3959 killed in action while performing active military duty with the armed  
3960 forces of the United States on or after September 11, 2001, and who was  
3961 a resident of this state. If any person who receives a tuition waiver in

3962 accordance with the provisions of this subsection also receives  
3963 educational reimbursement from an employer, such waiver shall be  
3964 reduced by the amount of such educational reimbursement. Veterans  
3965 and members of the National Guard described in subdivision (4) of this  
3966 subsection shall be given the same status as students not receiving  
3967 tuition waivers in registering for courses at The University of  
3968 Connecticut. Notwithstanding the provisions of section 10a-30, as used  
3969 in this subsection, "domiciled in this state" includes domicile for less  
3970 than one year.

3971       Sec. 73. (NEW) (*Effective January 1, 2027*) (a) As used in this section,  
3972 "first responder" has the same meaning as provided in section 66 of this  
3973 act.

3974       (b) The Connecticut Housing Finance Authority shall develop and  
3975 administer a program of mortgage assistance to first responders who  
3976 submit a compliance certification pursuant to the provisions of section  
3977 66 of this act as part of the application process to receive such mortgage  
3978 assistance. Such mortgage assistance shall be available to such first  
3979 responder under guidelines adopted by the authority for the purchase  
3980 of a home used as such first responder's principal residence in the  
3981 community served by such first responder. In making mortgage  
3982 assistance available under the program, the authority may utilize down  
3983 payment assistance or any other appropriate housing subsidies. The  
3984 terms of any mortgage assistance may allow the mortgagee to realize a  
3985 reasonable portion of any equity gain upon sale of the mortgaged  
3986 property.

3987       Sec. 74. (*Effective from passage*) (a) There is established a task force to  
3988 study issues relating to the recruitment and retention of public safety  
3989 personnel. Such study shall include, but need not be limited to, an  
3990 examination of the feasibility and fiscal impact of the state providing (1)  
3991 tuition waivers, mortgage assistance and tax credits to correction  
3992 officers and judicial marshals, (2) tuition waivers to the dependent  
3993 children of police officers, uniformed members of paid or volunteer fire  
3994 departments and emergency medical service personnel, (3) tuition

3995 waivers for undergraduate and graduate degree programs at The  
3996 University of Connecticut to police officers, uniformed members of paid  
3997 or volunteer fire departments and emergency medical service  
3998 personnel, and (4) tuition vouchers to public safety personnel that can  
3999 be used at any accredited institution of higher education in the state.

4000 (b) The task force shall consist of the following members:

4001 (1) One appointed by the speaker of the House of Representatives,  
4002 who has expertise in public safety;

4003 (2) One appointed by the president pro tempore of the Senate, who is  
4004 a representative of the University of New Haven and has expertise in  
4005 higher education;

4006 (3) One appointed by the majority leader of the House of  
4007 Representatives;

4008 (4) One appointed by the majority leader of the Senate;

4009 (5) One appointed by the minority leader of the House of  
4010 Representatives;

4011 (6) One appointed by the minority leader of the Senate;

4012 (7) The Commissioner of Emergency Services and Public Protection,  
4013 or the commissioner's designee;

4014 (8) The Commissioner of Education, or the commissioner's designee;  
4015 and

4016 (9) The Chief Court Administrator, or the administrator's designee.

4017 (c) Any member of the task force appointed under subdivision (1),  
4018 (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member  
4019 of the General Assembly.

4020 (d) All initial appointments to the task force shall be made not later

4021 than thirty days after the effective date of this section. Any vacancy shall  
4022 be filled by the appointing authority.

4023 (e) The speaker of the House of Representatives and the president pro  
4024 tempore of the Senate shall select the chairpersons of the task force from  
4025 among the members of the task force. Such chairpersons shall schedule  
4026 the first meeting of the task force, which shall be held not later than sixty  
4027 days after the effective date of this section.

4028 (f) The administrative staff of the joint standing committee of the  
4029 General Assembly having cognizance of matters relating to public safety  
4030 and security shall serve as administrative staff of the task force.

4031 (g) Not later than January 1, 2027, the task force shall submit a report  
4032 on its findings and recommendations to the joint standing committee of  
4033 the General Assembly having cognizance of matters relating to public  
4034 safety and security, in accordance with the provisions of section 11-4a  
4035 of the general statutes. The task force shall terminate on the date that it  
4036 submits such report or January 1, 2027, whichever is later.

4037 Sec. 75. (*Effective from passage*) The Chief Workforce Officer shall  
4038 develop a plan for the establishment of a police officer and firefighter  
4039 career pipeline program that includes, but shall not be limited to: (1) A  
4040 strategy to increase the number of state residents pursuing careers as  
4041 police officers or firefighters, and (2) estimated funding needed to  
4042 support a police officer and firefighter career pipeline program. Not  
4043 later than January 1, 2027, the Chief Workforce Officer shall submit a  
4044 report on the plan, in accordance with the provisions of section 11-4a of  
4045 the general statutes, to the joint standing committees of the General  
4046 Assembly having cognizance of matters relating to public safety and  
4047 labor and public employees.

4048 Sec. 76. Section 10-236a of the general statutes is repealed. (*Effective*  
4049 *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	<i>October 1, 2026</i>	21a-421d
Sec. 7	<i>October 1, 2026</i>	31-275(1)
Sec. 8	<i>July 1, 2026</i>	10-151(c) to (e)
Sec. 9	<i>July 1, 2027</i>	31-57g
Sec. 10	<i>from passage</i>	3-122a
Sec. 11	<i>from passage</i>	3-123bbb(i)
Sec. 12	<i>from passage</i>	5-259(a)
Sec. 13	<i>July 1, 2026</i>	10-153a
Sec. 14	<i>from passage</i>	New section
Sec. 15	<i>October 1, 2026</i>	New section
Sec. 16	<i>July 1, 2026</i>	New section
Sec. 17	<i>July 1, 2026</i>	New section
Sec. 18	<i>October 1, 2026</i>	29-221
Sec. 19	<i>October 1, 2026</i>	29-222
Sec. 20	<i>October 1, 2026</i>	29-223a(b)
Sec. 21	<i>October 1, 2026</i>	29-224(b)
Sec. 22	<i>October 1, 2026</i>	29-224b
Sec. 23	<i>October 1, 2026</i>	New section
Sec. 24	<i>October 1, 2026</i>	29-225
Sec. 25	<i>July 1, 2026</i>	New section
Sec. 26	<i>from passage</i>	New section
Sec. 27	<i>October 1, 2026</i>	31-3l
Sec. 28	<i>from passage</i>	New section
Sec. 29	<i>from passage</i>	New section
Sec. 30	<i>October 1, 2026</i>	New section
Sec. 31	<i>October 1, 2026</i>	New section
Sec. 32	<i>October 1, 2026</i>	31-40w
Sec. 33	<i>October 1, 2026</i>	19a-89e
Sec. 34	<i>from passage</i>	New section
Sec. 35	<i>October 1, 2026</i>	New section
Sec. 36	<i>October 1, 2026</i>	New section
Sec. 37	<i>from passage</i>	New section

Sec. 38	October 1, 2026	31-13a
Sec. 39	<i>from passage</i>	New section
Sec. 40	October 1, 2026	31-58(e)
Sec. 41	<i>from passage</i>	New section
Sec. 42	<i>from passage</i>	New section
Sec. 43	<i>from passage</i>	10a-156b(d)
Sec. 44	July 1, 2027	New section
Sec. 45	July 1, 2027	New section
Sec. 46	July 1, 2027	New section
Sec. 47	October 1, 2026	New section
Sec. 48	October 1, 2026	New section
Sec. 49	October 1, 2026	New section
Sec. 50	<i>from passage</i>	New section
Sec. 51	July 1, 2026	New section
Sec. 52	July 1, 2026	10-155k
Sec. 53	<i>from passage</i>	29-4(e)
Sec. 54	October 1, 2026	31-53
Sec. 55	January 1, 2027	New section
Sec. 56	January 1, 2027	31-72
Sec. 57	July 1, 2026	New section
Sec. 58	January 1, 2027	New section
Sec. 59	July 1, 2026	New section
Sec. 60	July 1, 2026	New section
Sec. 61	October 1, 2026	New section
Sec. 62	<i>form passage</i>	New section
Sec. 63	October 1, 2026	12-81x
Sec. 64	<i>from passage</i>	New section
Sec. 65	October 1, 2026	New section
Sec. 66	July 1, 2026	New section
Sec. 67	October 1, 2026	7-294d(a)
Sec. 68	October 1, 2026	7-3231(a)
Sec. 69	October 1, 2026	19a-177
Sec. 70	July 1, 2027	10a-77(d)
Sec. 71	July 1, 2027	10a-99(d)
Sec. 72	July 1, 2027	10a-105(e)
Sec. 73	January 1, 2027	New section
Sec. 74	<i>from passage</i>	New section
Sec. 75	<i>from passage</i>	New section
Sec. 76	October 1, 2026	Repealer section