



House of Representatives

General Assembly

File No. 551

January Session, 2025

Substitute House Bill No. 6409

House of Representatives, April 7, 2025

The Committee on Labor and Public Employees reported through REP. SANCHEZ, E. of the 24th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

AN ACT CONCERNING UNDUE DELAY IN WORKERS' COMPENSATION CLAIMS.

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

1 Section 1. Section 31-296 of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2025*):

3 (a) If an employer and an injured employee, or in case of fatal injury
4 the employee's legal representative or dependent, at a date not earlier
5 than the expiration of the waiting period, reach an agreement in regard
6 to compensation, such agreement shall be submitted in writing to the
7 administrative law judge by the employer with a statement of the time,
8 place and nature of the injury upon which it is based; and, if such
9 administrative law judge finds such agreement to conform to the
10 provisions of this chapter in every regard, the administrative law judge
11 shall so approve it. A copy of the agreement, with a statement of the
12 administrative law judge's approval, shall be delivered to each of the
13 parties and thereafter it shall be as binding upon both parties as an

14 award by the administrative law judge. The administrative law judge's
15 statement of approval shall also inform the employee or the employee's
16 dependent, as the case may be, of any rights the individual may have to
17 an annual cost-of-living adjustment or to participate in a rehabilitation
18 program administered by the Department of Aging and Disability
19 Services under the provisions of this chapter. The administrative law
20 judge shall retain the original agreement, with the administrative law
21 judge's approval thereof, in the administrative law judge's office and, if
22 an application is made to the superior court for an execution, the
23 administrative law judge shall, upon the request of said court, file in the
24 court a certified copy of the agreement and statement of approval.

25 (b) Before discontinuing or reducing payment on account of total or
26 partial incapacity under any such agreement, the employer or the
27 employer's insurer, if it is claimed by or on behalf of the injured
28 employee that such employee's incapacity still continues, shall notify
29 the administrative law judge and the employee, in accordance with
30 section 31-321, of the proposed discontinuance or reduction of such
31 payments. Such notice shall specify the reason for the proposed
32 discontinuance or reduction and the date such proposed discontinuance
33 or reduction will commence. No discontinuance or reduction shall
34 become effective unless specifically approved in writing by the
35 administrative law judge. The employee may request a hearing on any
36 such proposed discontinuance or reduction not later than fifteen days
37 after receipt of such notice. Any such request for a hearing shall be given
38 priority over requests for hearings on other matters. The administrative
39 law judge shall not approve any such discontinuance or reduction prior
40 to the expiration of the period for requesting a hearing or the completion
41 of such hearing, whichever is later. In any case where the administrative
42 law judge finds that an employer has discontinued or reduced any
43 payments made in accordance with this section without the approval of
44 the administrative law judge, such employer shall be required to pay to
45 the employee the total amount of all payments so discontinued or the
46 total amount by which such payments were reduced, as the case may
47 be, and shall be required to pay interest to the employee, at a rate of one
48 and one-quarter per cent per month or portion of a month, on any

49 payments so discontinued or on the total amount by which such
50 payments were reduced, as the case may be, plus reasonable attorney's
51 fees incurred by the employee in relation to such discontinuance or
52 reduction.

53 (c) (1) If an employer or an employer's insurer objects to the renewal
54 or approval of a prescription drug medication prescribed by such
55 employee's authorized physician, surgeon, physician assistant or
56 advanced practice registered nurse, or (2) before an employer or
57 employer's insurer may discontinue or reduce payment for any
58 prescription drug medication currently prescribed to an employee by
59 such employee's physician, surgeon, physician assistant or advanced
60 practice registered nurse, such employer or employer's insurer shall
61 notify the administrative law judge and the employee, in accordance
62 with section 31-321, of the proposed objection or proposed
63 discontinuance or reduction of such payments. Such notice shall specify
64 the reason for the proposed objection or proposed discontinuance or
65 reduction and the date such proposed objection or proposed
66 discontinuance or reduction will commence.

67 (d) (1) If an employer or employer's insurer objects to the repair or
68 approval of durable medical equipment prescribed by such employee's
69 authorized physician, surgeon, physician assistant or advanced practice
70 registered nurse, or (2) before an employer or employer's insurer may
71 discontinue or reduce payment for any durable medical equipment
72 currently prescribed to an employee by such employee's physician,
73 surgeon, physician assistant or advanced practice registered nurse, such
74 employer or employer's insurer shall notify the administrative law
75 judge and the employee, in accordance with section 31-321, or the
76 proposed objection or proposed discontinuance or reduction of such
77 payments. Such notice shall specify the reason for the proposed
78 objection or proposed discontinuance or reduction and the date of such
79 proposed objection or proposed discontinuance or reduction will
80 commence.

81 [(c)] (e) The employer's or insurer's notice of intention to discontinue

82 or reduce payments under such agreement or notice of intent to object,
83 discontinue or reduce payments of an employee's prescription drug
84 medication or durable medical equipment shall (1) identify the claimant,
85 the claimant's attorney or other representative, the employer, the
86 insurer, and the injury, including the date of the injury, the city or town
87 in which the injury occurred and the nature of the injury, (2) include
88 medical documentation that (A) establishes the basis for the objection,
89 discontinuance or reduction of payments, and (B) identifies the
90 claimant's attending physician, physician assistant or advanced practice
91 registered nurse, and (3) be in substantially the following form:

92 IMPORTANT

93 STATE OF CONNECTICUT WORKERS' COMPENSATION
94 COMMISSION

95 YOU ARE HEREBY NOTIFIED THAT THE EMPLOYER OR
96 INSURER INTENDS TO REDUCE OR DISCONTINUE YOUR
97 COMPENSATION PAYMENTS OR INTENDS TO OBJECT TO,
98 REDUCE OR DISCONTINUE YOUR PRESCRIPTION DRUG
99 MEDICATION OR DURABLE MEDICAL EQUIPMENT PAYMENTS
100 ON (date) FOR THE FOLLOWING REASONS:

101 If you object to the reduction or discontinuance of benefits or the
102 objection to, reduction or discontinuance of prescription drug
103 medication or durable medical equipment payments as stated in this
104 notice, YOU MUST REQUEST A HEARING NOT LATER THAN 15
105 DAYS after your receipt of this notice, or this notice will automatically
106 be approved.

107 To request an Informal Hearing, call the Workers' Compensation
108 Commission District Office in which your case is pending.

109 Be prepared to provide medical and other documentation to support
110 your objection. For your protection, note the date when you received
111 this notice.

112 (f) No provisions of subsections (c) and (d) of this section shall apply

113 when the employee's prescription drug medication or use of durable
114 medical equipment is discontinued by such employee's authorized
115 physician, surgeon, physician assistant or advanced practice registered
116 nurse.

This act shall take effect as follows and shall amend the following sections:		
---	--	--

Section 1	October 1, 2025	31-296
-----------	-----------------	--------

Statement of Legislative Commissioners:

In Subsec. (f), "subsections (c) and (d) of" was added before "this section" for clarity and accuracy.

LAB *Joint Favorable Subst. -LCO*

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

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 26 \$	FY 27 \$
Department of Administrative Services - Workers' Comp. Claims	GF&TF - Potential Cost	Minimal	Minimal

Note: GF&TF=General Fund & Transportation Fund

Municipal Impact:

Municipalities	Effect	FY 26 \$	FY 27 \$
All Municipalities	Potential Cost	Minimal	Minimal

Explanation

There is a potential minimal cost to the Department of Administrative Services and municipalities beginning in FY 26 for notifying all involved parties prior to discontinuing or reducing payment for any prescription drug medication that meets certain conditions. The bill specifies this notification must be written or printed and served personally or be sent by registered or certified mail.¹

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to the number of notifications sent.

¹Certified mail is approximately \$4.85 as of 2025.

OLR Bill Analysis**sHB 6409****AN ACT CONCERNING UNDUE DELAY IN WORKERS' COMPENSATION CLAIMS.****SUMMARY**

For an employee receiving workers' compensation medical benefits, this bill requires the employer or the employer's insurer to notify the employee and the workers' compensation administrative law judge (ALJ) before taking certain action to stop or reduce payment for medication or durable medical equipment prescribed to the employee. The bill sets requirements for the notice and gives the employee a right to a hearing on the matter.

By law, when an employee is injured at work, the employer must provide a medical professional (physician, surgeon, physician assistant, or advanced practice registered nurse) to attend to the injured employee. These professionals can prescribe prescription drugs and rehabilitation services for the employee as they deem reasonable or necessary and the employer or the employer's insurance (or any representative acting on their behalf) must pay for them (CGS § 31-294d).

The bill specifies that its requirements do not apply to situations where the employee's medication or equipment is discontinued by the employee's medical professional.

EFFECTIVE DATE: October 1, 2025

NOTICE TO OBJECT TO, DISCONTINUE, OR REDUCE PRESCRIPTION MEDICATIONS OR DURABLE MEDICAL EQUIPMENT

The bill requires the employer or insurer to notify the employee if they object to the approval or renewal of, or before discontinuing or

reducing payment for, medications or durable medical equipment prescribed to the employee.

Under the bill, the notice must specify the (1) reason for the proposed objection, discontinuation, or reduction and (2) date the proposed action will start. It must be written or printed and served personally or by registered or certified mail to the employee's and workers' compensation ALJ's last-known residence or place of business.

Required Notice Information

The bill requires the notice to include the same information as existing law requires for notices to employees about reducing or discontinuing other workers' compensation payments.

The notice must substantially follow a form set in statute, which requires a heading stating, "IMPORTANT," followed by the notification of the employer's or insurer's intended action and certain required information. Specifically, it must inform the employee that a request for a hearing must be made within 15 days after receiving the notice, or it will be automatically approved. The notice also must:

1. identify the involved parties (e.g., employee, employee's attorney or other representative, employer, and insurer);
2. include information about the injury, including the date it happened, the city or town where it happened, and its nature; and
3. include medical documentation for the objection, discontinuation, or reduction, and the name of the employee's attending medical professional.

The form must instruct the employee, if he or she would like to request a hearing, to do the following: (1) call the Workers' Compensation Commission District Office where the case is pending, (2) be prepared with medical and other documentation to support the objection, and (3) note the date he or she received the notice.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 4 (03/20/2025)