



# House of Representatives

General Assembly

**File No. 469**

January Session, 2025

Substitute House Bill No. 7107

*House of Representatives, April 2, 2025*

The Committee on Human Services reported through REP. GILCHREST of the 18th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

**AN ACT CONCERNING A JANITORIAL WORK PROGRAM FOR PERSONS WITH A DISABILITY OR DISADVANTAGE AND A TASK FORCE TO STUDY EXPANDING GOVERNMENTAL EMPLOYMENT OPPORTUNITIES FOR PERSONS WITH DISABILITIES.**

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

1 Section 1. Section 4a-82 of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective from passage*):

3 (a) For the purposes of this section:

4 (1) "Person with a disability" means any individual with a disability,  
5 excluding blindness, as such term is applied by the Department of  
6 Mental Health and Addiction Services, the Department of  
7 Developmental Services, the Department of Aging and Disability  
8 Services or the United States Department of Veterans Affairs and who  
9 is certified by the Department of Aging and Disability Services as  
10 qualified to participate in a qualified partnership, as described in  
11 subsections (e) to (l), inclusive, of this section;

12       (2) "Vocational rehabilitation service" means any goods and services  
13 necessary to render a person with a disability employable, in accordance  
14 with Title I of the Rehabilitation Act of 1973, 29 USC 701 et seq., as  
15 amended from time to time;

16       (3) "Community rehabilitation program" means any entity or  
17 individual that provides directly for or facilitates the provision of  
18 vocational rehabilitation services to, or provides services in connection  
19 with, the recruiting, hiring or managing of the employment of persons  
20 with disabilities based on an individualized plan and budget for each  
21 worker with a disability;

22       (4) "Commercial contractor" means any for-profit proprietorship,  
23 partnership, joint venture, corporation, limited liability company, trust,  
24 association or other privately owned entity that employs persons to  
25 perform janitorial work or contractual services, and that enters into  
26 contracts to provide janitorial services or contractual services;

27       (5) "Janitorial work" means work performed in connection with the  
28 care or maintenance of buildings, including, but not limited to, work  
29 customarily performed by cleaners, porters, janitors and handypersons;

30       (6) "Janitorial contract" means a contract or subcontract to perform  
31 janitorial work for a department or agency of the state;

32       (7) "Person with a disadvantage" means any individual who is  
33 determined by the Labor Department, or its designee, to be eligible for  
34 employment services in accordance with the Workforce Innovation and  
35 Opportunity Act or whose verified individual gross annual income  
36 during the previous calendar year was not greater than two hundred  
37 per cent of the federal poverty level for a family of four;

38       (8) "Awarding authority" means the Commissioner of Administrative  
39 Services, Chief Court Administrator of the Judicial Branch and  
40 chancellor of the Connecticut State Colleges and Universities, as  
41 applicable; and

42       (9) "Contractual services" includes, but is not limited to, any and all

43 laundry and cleaning services, mail supply room staffing, data entry,  
44 telephone call center staffing and other services specified by the  
45 Commissioner of Administrative Services under subsection (b) of this  
46 section.

47 (b) (1) The Commissioner of Administrative Services shall establish a  
48 program to create and expand janitorial work job opportunities for  
49 persons with a disability and persons with a disadvantage. The program  
50 shall create full-time jobs or full-time equivalents at standard wage rates  
51 for persons with disabilities and persons with disadvantages. The  
52 Judicial Branch and Board of Regents for Higher Education may  
53 participate in such program.

54 (2) The Commissioner of Administrative Services may expand such  
55 program to include contractual services that the commissioner deems  
56 appropriate and shall post a list of such services on the department's  
57 Internet web site.

58 (c) Notwithstanding any other provision of the general statutes,  
59 under such program, the awarding authority may award janitorial  
60 contracts or contracts for contractual services pursuant to the following  
61 procedures: (1) Upon receipt of a request for janitorial services or a  
62 contractual service that the Commissioner of Administrative Services  
63 has deemed appropriate for inclusion in the program by an agency or  
64 department of the state, the awarding authority shall notify each  
65 qualified partnership, as described in subsections (e) to (l), inclusive, of  
66 this section, of such request and invite each qualified partnership in  
67 good standing to submit a bid proposal for such janitorial contract or  
68 service contract to the awarding authority in a manner and form as  
69 prescribed by the awarding authority; (2) in the event that only one such  
70 qualified partnership submits a bid or proposal for such janitorial or  
71 service contract, the awarding authority shall award such contract to  
72 such qualified partnership, provided such bid or proposal does not  
73 exceed the fair market value for such contract, as determined by the  
74 awarding authority; (3) if more than one qualified partnership submits  
75 a bid or proposal, the awarding authority shall award the contract to the

76 lowest responsible qualified bidder or most advantageous proposer, as  
77 described in section 4a-59; and (4) in the event that a qualified  
78 partnership does not submit a bid or proposal or is not awarded such  
79 contract, the awarding authority shall award such contract in  
80 accordance with the provisions of sections 4a-52a, 4a-59, 10a-151b and  
81 17a-796, as amended by this act, or title 51, as applicable. No awarding  
82 authority shall award a contract under the provisions of this subsection  
83 at a site where employees are employed pursuant to an existing  
84 collective bargaining agreement or where a contract has been awarded  
85 pursuant to section 17a-796, as amended by this act, unless a contract  
86 has been previously awarded to a qualified partnership pursuant to this  
87 section at such site.

88 (d) Notwithstanding any other provision of the general statutes, the  
89 responsibilities of the Commissioner of Administrative Services, Chief  
90 Court Administrator or chancellor of the Connecticut State Colleges and  
91 Universities as established in subsections (b) and (c) of this section, may  
92 not be delegated to an outside vendor.

93 (e) The [Connecticut Community Providers Association] CT  
94 Community Nonprofit Alliance shall designate a commercial contractor  
95 and a community rehabilitation program as a "qualified partnership"  
96 whenever the following criteria have been established: (1) Such  
97 commercial contractor has entered into a binding agreement with [such]  
98 one or more community rehabilitation [program in which such  
99 contractor agrees to fill not less than one-third of the jobs from a  
100 successful bid] programs for the entire term of any contract award for a  
101 janitorial or service contract under the program established in  
102 subsections (b) to (d), inclusive, of this section in which the contractor  
103 agrees to fill not less than one-third of the jobs with persons with  
104 disabilities and not less than one-third of such jobs with persons with a  
105 disadvantage; (2) such contractor employs not less than two hundred  
106 persons who perform janitorial work or contractual services in the state;  
107 and (3) such contractor certifies, in writing, that it will pay the standard  
108 wage to employees, including persons with disabilities, under such  
109 janitorial or service contract. Any partnership between a commercial

110 contractor and a community rehabilitation program that has been  
111 denied designation as a qualified partnership may appeal such denial,  
112 in writing, to the Commissioner of Administrative Services and said  
113 commissioner may, after review of such appeal, designate such program  
114 as a qualified partnership.

115 (f) The requirement established in subsection (e) of this section to fill  
116 not less than one-third of the jobs from a successful bid for a janitorial  
117 or service contract with persons with disabilities and one-third with  
118 persons with a disadvantage shall be met whenever such contractor  
119 employs the requisite number of persons with disabilities and persons  
120 with a disadvantage throughout the entirety of its operations in the state  
121 provided any persons with disabilities employed by such contractor  
122 prior to the commencement date of any such contract shall not be  
123 counted for the purpose of determining the number of persons with  
124 disabilities employed by such contractor.

125 (g) The number of persons with disabilities and the number of  
126 persons with a disadvantage that such contractor is required to employ  
127 pursuant to the provisions of subsection (e) of this section shall be  
128 employed not later than six months after the commencement of  
129 janitorial work or the contractual service under the terms of any contract  
130 awarded pursuant to the provisions of subsections (b) to (d), inclusive,  
131 of this section, provided such contractor shall fill any vacancy for  
132 janitorial work or contractual service that arises during the first six  
133 months of any such contract with persons with disabilities and persons  
134 with disadvantages.

135 (h) The [Connecticut Community Providers Association] CT  
136 Community Nonprofit Alliance shall develop an application process  
137 and submit a list of employees who have applied to participate in a  
138 partnership to the Department of Aging and Disability Services for  
139 certification. Such [association] alliance shall maintain a list of certified  
140 employees who are persons with disabilities and community  
141 rehabilitation programs.

142 (i) Any qualified partnership awarded a janitorial or service contract

143 pursuant to the provisions of subsections (b) to (d), inclusive, of this  
144 section shall provide to the [Connecticut Community Providers  
145 Association] CT Community Nonprofit Alliance, not later than six  
146 months after the commencement date of such contract and annually  
147 thereafter, a list of the persons with disabilities and persons with a  
148 disadvantage employed by such contractor that includes the date of hire  
149 and employment location for each such person. Such association shall  
150 certify annually to the Department of Administrative Services, the  
151 Judicial Branch or the Board of Regents for Higher Education, as  
152 applicable, in such manner and form as prescribed by the Commissioner  
153 of Administrative Services, Chief Court Administrator or the president  
154 of the Board of Regents for Higher Education, that the requisite number  
155 of persons with disabilities for such contract continue to be employed  
156 by such contractor in positions equivalent to those created under such  
157 contract and have been integrated into the general workforce of such  
158 contractor.

159 (j) Notwithstanding any other provision of the general statutes, the  
160 responsibilities of the Department of Aging and Disability Services, as  
161 established in subsections (e) to (l), inclusive, of this section, may not be  
162 delegated to an outside vendor.

163 (k) The Commissioner of Aging and Disability Services may adopt  
164 regulations, in accordance with the provisions of chapter 54, to  
165 undertake the certification requirements established pursuant to  
166 subsections (e) to (l), inclusive, of this section.

167 (l) Notwithstanding the provisions of subsection (e) of this section,  
168 [the Commissioner of Administrative Services shall authorize certified  
169 small and minority businesses to participate in such program] any  
170 commercial contractor who is certified as a small or minority business  
171 within the Department of Administrative Services' supplier diversity  
172 program may participate in the program established under subsections  
173 (b) to (d), inclusive, of this section. Small and minority businesses shall  
174 meet the criteria provided in subsection (e) of this section except for  
175 subdivision (2) of subsection (e) of this section, which shall be waived.

176 (m) The joint standing committee of the General Assembly having  
177 cognizance of matters relating to government administration shall study  
178 the effectiveness of such program, including, but not limited to, the  
179 effectiveness of such program to create integrated work settings for  
180 persons with disabilities. Additionally, said committee shall study ways  
181 to provide incentives for municipalities and businesses to utilize such  
182 program if such program is determined by the committee to be effective.

183 (n) Each exclusive contract awarded prior to October 1, 2013,  
184 pursuant to section 17a-796, as amended by this act, shall remain in  
185 effect until such time as either party terminates the contract in such  
186 party's own best interest, with not less than sixty days written notice.  
187 Each such contract may be amended to include updated terms and  
188 conditions, but shall not allow for any price increases except statutory  
189 or mandated increases to the minimum wage and standard wage. If  
190 either party exercises his or her right to terminate any such contract, the  
191 next contract solicitation may be awarded pursuant to this section or  
192 sections 4a-59 and 17a-796, as amended by this act. Additionally, any  
193 new janitorial contract awarded pursuant to section 17a-796, as  
194 amended by this act, shall be limited to not more than four full-time  
195 employees per contract.

196 (o) Any person employed under a janitorial contract let: (1) On or  
197 before October 1, 2006, or thereafter if such contract constitutes a  
198 successor contract to such janitorial contract let on or before October 1,  
199 2006, and (2) pursuant to section 4a-57 or 10a-151b or by the judicial or  
200 legislative departments or pursuant to subsections (b) to (d), inclusive,  
201 of this section shall have the same rights conferred upon an employee  
202 by section 31-57g for the duration of the program described in  
203 subsections (b) to (d), inclusive, of this section. The provisions of this  
204 subsection shall not apply to any new janitorial contract with not more  
205 than four full-time employees per contract, as described in subsection  
206 (n) of this section.

207 (p) If a position is not available at a job site for a janitorial or service  
208 contract awarded pursuant to subsection (c) of this section and a person

209 with a disability or a person with a disadvantage is placed at an alternate  
210 job site in the operations of the contractor pursuant to subsection (f) of  
211 this section, such person with a disability or person with a disadvantage  
212 shall be paid the wage applicable at such alternate site, provided when  
213 a position at the job site for a janitorial or service contract awarded  
214 pursuant to subsection (c) of this section becomes available, such person  
215 with a disability or person with a disadvantage shall be transferred to  
216 the job site for a janitorial or service contract awarded pursuant to  
217 subsection (c) of this section and shall be paid the applicable standard  
218 wage for such site.

219 (q) If a person with a disability or a person with a disadvantage is  
220 transferred pursuant to subsection (p) of this section and such person  
221 subsequently leaves such position, the position shall be filled with  
222 another person with a disability or person with a disadvantage.

223 Sec. 2. Section 17a-796 of the general statutes is repealed and the  
224 following is substituted in lieu thereof (*Effective from passage*):

225 Whenever any products made or manufactured by or services  
226 provided by persons with disabilities through community rehabilitation  
227 programs or in any workshop established, operated or funded by  
228 nonprofit and nonsectarian organizations for the purpose of providing  
229 persons with disabilities training and employment suited to their  
230 abilities meet the requirements of any department, institution or agency  
231 supported in whole or in part by the state as to quantity, quality and  
232 price such products shall have preference over products or services from  
233 other providers, except (1) articles produced or manufactured by  
234 Department of Correction industries as provided in section 18-88, (2)  
235 emergency purchases made under section 4-98, and (3) janitorial or  
236 contractual services provided by a qualified partnership, pursuant to  
237 the provisions of subsections (b) to (d), inclusive, of section 4a-82, as  
238 amended by this act. A list describing styles, designs, sizes and varieties  
239 of all such articles made by persons with disabilities and describing all  
240 available services provided by such persons shall be prepared by the  
241 [Connecticut Community Providers Association] CT Community



242 Nonprofit Alliance.

243       Sec. 3. Subsection (a) of section 19a-6h of the general statutes is  
244 repealed and the following is substituted in lieu thereof (*Effective from*  
245 *passage*):

246       (a) There is established a State-wide Primary Care Access Authority.  
247 The authority shall consist of the Commissioners of Public Health and  
248 Social Services, the Comptroller and the following members: One each  
249 appointed by the Connecticut Primary Care Association, the  
250 Connecticut State Medical Society, the Connecticut Chapter of the  
251 American Academy of Pediatrics, the Connecticut Nurses Association,  
252 the Connecticut Association of School-Based Health Centers, the  
253 Connecticut State Dental Association, the [Connecticut Community  
254 Providers Association] CT Community Nonprofit Alliance and the  
255 Weitzman Center for Innovation In Community Health and Primary  
256 Care and two appointed by the Commissioner of Public Health.  
257 Members shall serve for a term of four years commencing on August 1,  
258 2007. All initial appointments to the committee shall be made by July 15,  
259 2007. Any vacancy shall be filled by the appointing authority.

260       Sec. 4. (*Effective from passage*) (a) There is established a task force to  
261 study expanding governmental employment opportunities for persons  
262 with disabilities. The task force shall study best practices nationwide for  
263 governmental employment programs for persons with disabilities and  
264 costs and benefits of adopting such programs in the state.

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

266       (1) Two appointed by the speaker of the House of Representatives,  
267 one of whom has expertise in employment programs for persons with  
268 disabilities and one of whom has expertise in challenges facing persons  
269 with disabilities in gaining access to employment;

270       (2) Two appointed by the president pro tempore of the Senate, one of  
271 whom is a representative of the CT Community Nonprofit Alliance;

272       (3) One appointed by the majority leader of the House of

273 Representatives;

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

275 (5) One appointed by the minority leader of the House of  
276 Representatives;

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

278 (7) The Commissioner of Administrative Services, or the  
279 commissioner's designee;

280 (8) The Commissioner of Aging and Disabilities Services, or the  
281 commissioner's designee;

282 (9) The Chief Court Administrator of the Judicial Branch, or the Chief  
283 Court Administrator's designee; and

284 (10) The chancellor of the Connecticut State Colleges and  
285 Universities, or the chancellor's designee.

286 (c) Any member of the task force appointed under subdivision (1),  
287 (2), (3), (4), (5) or (6) of subsection (b) of this section may be a member  
288 of the General Assembly.

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

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

297 (f) The administrative staff of the joint standing committee of the  
298 General Assembly having cognizance of matters relating to human  
299 services shall serve as administrative staff of the task force.

300 (g) Not later than January 1, 2026, the task force shall submit a report  
301 on its findings and recommendations to the joint standing committees  
302 of the General Assembly having cognizance of matters relating to  
303 government administration and elections, human services and planning  
304 and development, in accordance with the provisions of section 11-4a of  
305 the general statutes. The task force shall terminate on the date that it  
306 submits such report or January 1, 2026, whichever is later.

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

Section 1	<i>from passage</i>	4a-82
Sec. 2	<i>from passage</i>	17a-796
Sec. 3	<i>from passage</i>	19a-6h(a)
Sec. 4	<i>from passage</i>	New section

**HS**      *Joint Favorable Subst.*

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

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### **OFA Fiscal Note**

**State Impact:** None

**Municipal Impact:** None

### **Explanation**

The bill, which makes changes to the qualification requirements for the janitorial work program, results in no fiscal impact to the state. In the past, program rates have been similar to prices from nonprogram janitorial contracts.

**Section 4** creates a task force to study expanding governmental job opportunities for people with disabilities resulting in no fiscal impact to the state because the task force has the expertise needed to meet the requirements of the bill.

### **The Out Years**

**State Impact:** None

**Municipal Impact:** None

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**OLR Bill Analysis****sHB 7107*****AN ACT CONCERNING A JANITORIAL WORK PROGRAM FOR PERSONS WITH A DISABILITY OR DISADVANTAGE AND A TASK FORCE TO STUDY EXPANDING GOVERNMENTAL EMPLOYMENT OPPORTUNITIES FOR PERSONS WITH DISABILITIES.*****SUMMARY**

This bill explicitly requires small and minority businesses that participate in the Department of Administrative Services's (DAS) janitorial work program to meet the program's employment and wage criteria, except for the minimum number of employees.

Under existing law, commercial contractors participating in the program generally must (1) fill at least one-third of jobs of a specific janitorial services contract with people with disabilities and an additional one-third with people with a disadvantage (i.e. a person eligible for employment services under the Workforce Innovation and Opportunity Act or whose income is less than two hundred percent of the federal poverty level), (2) employ at least 200 people who perform janitorial work, and (3) pay these employees a standard wage. Current law requires DAS to authorize certified small and minority businesses to participate in the program notwithstanding these requirements. The bill explicitly requires these businesses to meet these requirements but waives the 200-employee threshold, conforming to current DAS practice.

The bill also updates the name of the organization responsible for determining if employers meet program participation criteria to the CT Community Nonprofit Alliance (formerly the Connecticut Community Providers Association).

Lastly, the bill establishes a 12-member task force to study expanding

governmental job opportunities for people with disabilities. The study must include best practices for governmental employment programs for people with disabilities across the country and the costs and benefits of adopting these programs in Connecticut.

Under the bill, the task force must report its findings and recommendations to the Government Administration and Elections, Human Services, and Planning and Development committees by January 1, 2026. The task force terminates on this date or on the date it submits the report, whichever is later.

EFFECTIVE DATE: Upon passage

## **GOVERNMENTAL EMPLOYMENT OPPORTUNITIES TASK FORCE**

### ***Membership***

Under the bill, task force members include the following four state officials or their designees: the DAS and aging and disability services commissioners, judicial branch chief court administrator, and Connecticut State Colleges and Universities chancellor. An additional eight members are appointed as follows:

1. two members appointed by the House speaker: one member with expertise in employment programs for people with disabilities and one member with expertise in challenges people with disabilities face in accessing employment;
2. two members appointed by the Senate president pro tempore, one of whom must represent the CT Community Nonprofit Alliance; and
3. one member each appointed by the House and Senate majority and minority leaders.

The bill requires appointing authorities to make their initial appointments within 30 days after the bill's passage and fill any vacancies. Appointed members may be legislators.

### ***Leadership and Meetings***

Under the bill, the House speaker and Senate president pro tempore must select the task force chairpersons from among its members, who must schedule and hold the task force's first meeting within 60 days after the bill's passage.

The bill requires the Human Services Committee's administrative staff to serve in this capacity for the task force.

**COMMITTEE ACTION**

Human Services Committee

Joint Favorable Substitute

Yea    17      Nay   5      (03/18/2025)