



**Substitute House Bill No. 5003**

**Public Act No. 26-12**

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

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

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 Section 31-307 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

(a) If any injury for which compensation is provided under the provisions of this chapter results in total incapacity to work, the injured employee shall be paid a weekly compensation equal to seventy-five per cent of the injured employee's average weekly earnings as of the date of the injury, calculated pursuant to section 31-310, after such earnings have been reduced by any deduction for federal or state taxes, or both, and for the federal Insurance Contributions Act made from such employee's total wages received during the period of calculation of the employee's average weekly wage pursuant to section 31-310; but the compensation shall not be more than the maximum weekly benefit rate set forth in section 31-309 for the year in which the injury occurred. No employee entitled to compensation under this section shall receive less than twenty per cent of the maximum weekly compensation rate, as provided in section 31-309, provided the minimum payment shall not exceed seventy-five per cent of the employee's average weekly wage, as determined under section 31-310, and the compensation shall not

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continue longer than the period of total incapacity.

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

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

(d) An employee who has suffered the loss or loss of the use of one of the members of the body, or part of one of the members of the body, or the reduction of vision in one eye to one-tenth or less of normal vision, shall not receive compensation for the later injury in excess of the compensation allowed for the injury when considered by itself and not in conjunction with the previous incapacity except as provided in this chapter.

(e) Notwithstanding the provisions of section 31-308 and subsection

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(a) of this section, if any injury for which compensation is provided under the provisions of this chapter results in total or partial incapacity to work as a result of any physical or negligent assault upon a health care provider or other employee of a health care facility or institution while such health care provider or other employee was acting in the discharge of such health care provider's or other employee's duties within the scope of such health care provider's or other employee's employment or under the direction of such health care provider's or other employee's employer, the injured health care provider or other employee shall be paid a weekly compensation equal to one hundred per cent of the injured health care provider's or other employee's average weekly earnings as of the date of the injury, calculated pursuant to section 31-310, provided the provisions of section 31-309 shall not apply to such weekly compensation. Such weekly compensation shall additionally include payment for any (1) expenses reasonably incurred by such health care provider or other employee for medical or other services necessary as a result of such assault, or (2) lost wages due to an absence due to a court appearance in connection with such assault. Any health care provider or other employee absent from employment as a result of injury sustained during an assault or for a court appearance in connection with such assault shall continue to receive such health care provider's or other employee's full salary, while so absent, except that the amount of any workers' compensation award may be deducted from salary payments during such absence. The time of such absence shall not be charged against such health care provider's or other employee's sick leave, vacation time or personal leave days. For purposes of this subsection, "health care provider" means an individual directly or indirectly employed by, or volunteering for, a health care facility or institution and who (A) is involved in direct patient care, or (B) has direct contact with the patient or patient's family when either (i) collecting or processing information for patients forms and records, or (ii) escorting or directing the patient or patient's family on the health care employer's premises, and "health care facility or institution" means

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a hospital, nursing home, rest home, home health care agency, home health aide agency, emergency medical services organization, assisted living services agency, outpatient clinic, outpatient surgical facility, community health center, urgent care facility, medical office owned or operated exclusively by a person or persons licensed pursuant to section 20-13, dental office and infirmary operated by an education institution for the care of students enrolled in, and faculty and employees of, such institution. "Health care facility or institution" does not include any facility or institution operated by the state, except The University of Connecticut Health Center.

(f) Notwithstanding the provisions of section 31-308 and subsection (a) of this section, if any injury for which compensation is provided under the provisions of this chapter results in total or partial incapacity to work as a result of any physical or negligent assault upon any member of a board of education, the State Board of Education, the Board of Regents of Higher Education or the Board of Trustees for The University of Connecticut or any teacher employed by such boards or other employee of such boards while such member, teacher or other employee was acting in the discharge of such member's, teacher's or other employee's duties within the scope of such member's, teacher's or other employee's employment or under the direction of such member's, teacher's or other employee's employer, the injured member, teacher or other employee shall be paid a weekly compensation equal to one hundred per cent of the injured member's, teacher's or other employee's average weekly earnings as of the date of the injury, calculated pursuant to section 31-310, provided the provisions of section 31-309 shall not apply to such weekly compensation. Such weekly compensation shall additionally include payment for any (1) expenses reasonably incurred by such member, teacher or other employee for medical or other services necessary as a result of such assault, or (2) lost wages due to an absence due to a court appearance in connection with such assault. Any member, teacher or other employee absent from employment as a result of injury

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sustained during an assault or for a court appearance in connection with such assault shall continue to receive such member's, teacher's or other employee's full salary, while so absent, except that the amount of any workers' compensation award may be deducted from salary payments during such absence. The time of such absence shall not be charged against such member's, teacher's or employee's sick leave, vacation time or personal leave days. For purposes of this subsection, "teacher" and "other employee" include any student completing a student teaching experience under the direction of a teacher employed by a local or regional board of education or by the State Board of Education or Board of Governors or Higher Education, and any member of the faculty or staff or any student employment by The University of Connecticut Health Center or health services.

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

(a) As used in this section:

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

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

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

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

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

(b) No employer shall:

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

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

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

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

(5) Inquire or direct a third party to inquire about a prospective employee's wage and salary history unless a prospective employee has voluntarily disclosed such information, except that this subdivision shall not apply to any actions taken by an employer, employment agency or employee or agent thereof pursuant to any federal or state law that specifically authorizes the disclosure or verification of salary history for employment purposes. Nothing in this section shall prohibit an employer from inquiring about other elements of a prospective

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employee's compensation structure, as long as such employer does not inquire about the value of the elements of such compensation structure;

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

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

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

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

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

(11) Retaliate or discriminate against an applicant or employee, including, but not limited to, refusing to interview or hire a prospective

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employee, refusing to promote an employee or terminating an employee for exercising such applicant's or employee's rights under this section.

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

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

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

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

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

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

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

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

(a) As used in this section:

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

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

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

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provided to the employee.

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

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

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

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

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

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relating to labor and public employees, or their designees;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(a) As used in this section:

(1) "Bona fide labor organization" means (A) with respect to a labor

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

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

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

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

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

(2) Not later than September 1, 2023, the department shall accept applications for inclusion on the list established pursuant to subdivision (1) of this subsection. Any labor union that wishes to be included on such list shall submit an application to the department, in a form and

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manner prescribed by the department. As part of such application, such labor union shall attest, under penalty of false statement, that such labor union:

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

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

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

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

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

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

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

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

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

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under this subsection;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

[(iv)] (v) Notwithstanding the provisions of clauses (i) and (ii) of this subparagraph, the dependents of any deceased employee of the Department of Correction who was injured in the course of his employment, as defined in this subparagraph, on or after July 1, 2000, and who died not later than July 15, 2000, shall be paid compensation on account of the death, in accordance with the provisions of section 31-306, retroactively to the date of the employee's death. The cost of the payment shall be paid by the employer or its insurance carrier which

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shall be reimbursed for such cost from the Second Injury Fund as provided in section 31-354 upon presentation of any vouchers and information that the Treasurer may require;

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

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

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

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

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

(G) The Workers' Compensation Commission shall adopt regulations, in accordance with the provisions of chapter 54, to

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implement the provisions of this section and shall define the terms "a preliminary act", "acts in preparation for work", "departure from place of abode directly to duty" and "return directly to place of abode after duty" on or before January 1, 2006.

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

(c) The contract of employment of a teacher who has not attained tenure may be terminated at any time for any of the reasons enumerated in subdivisions (1) to (6), inclusive, of subsection (d) of this section; otherwise the contract of such teacher shall be continued into the next school year unless such teacher receives written notice by May first in one school year that such contract will not be renewed for the following year. Upon the teacher's written request, not later than three calendar days after such teacher receives such notice of nonrenewal or termination, a notice of nonrenewal or termination shall be supplemented not later than four calendar days after receipt of the request by a statement of the reason or reasons for such nonrenewal or termination. Such teacher, upon written request filed with the board of education not later than ten calendar days after the receipt of notice of termination, or nonrenewal shall be entitled to a hearing, except as provided in this subsection, (1) before the board, or (2) if indicated in such request and if designated by the board, before an impartial hearing officer chosen by the teacher and the superintendent in accordance with the provisions of subsection (d) of this section. Such hearing shall commence not later than fifteen calendar days after receipt of such request unless the parties mutually agree to an extension not to exceed fifteen calendar days. The impartial hearing officer or a subcommittee of the board of education, if the board of education designates a subcommittee of three or more board members to conduct hearings, shall submit written findings and recommendations to the board for

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final disposition. The teacher shall have the right to appear with counsel of the teacher's choice at the hearing. A teacher who has not attained tenure shall not be entitled to a hearing concerning nonrenewal if the reason for such nonrenewal is either elimination of position or loss of position to another teacher. The board of education shall rescind a nonrenewal decision only if the board finds such decision to be arbitrary and capricious. Any such teacher whose contract is terminated for the reasons enumerated in subdivisions (3) and (4) of subsection (d) of this section shall have the right to appeal in accordance with the provisions of subsection (e) of this section.

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

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actions under the terms of such teacher's collective bargaining agreement. Nothing in this section or in any other section of the general statutes or of any special act shall preclude a board of education from making an agreement with an exclusive bargaining representative which contains a recall provision. Prior to terminating a contract, the superintendent shall give the teacher concerned a written notice that termination of such teacher's contract is under consideration and give such teacher a statement of the reasons for such consideration of termination. Not later than ten calendar days after receipt of written notice by the superintendent that contract termination is under consideration, such teacher may file with the local or regional board of education a written request for a hearing. [A board of education may designate a subcommittee of three or more board members to conduct hearings and submit written findings and recommendations to the board for final disposition in the case of teachers whose contracts are terminated.] Such hearing shall commence not later than fifteen calendar days after receipt of such request, unless the parties mutually agree to an extension [,] not to exceed fifteen calendar days, [(A) before the board of education or a subcommittee of the board, or (B) if indicated in such request or if designated by the board] before an impartial hearing officer chosen by the teacher and the superintendent. If the parties are unable to agree upon the choice of a hearing officer not later than five calendar days after the decision to use a hearing officer, the hearing officer shall be selected with the assistance of the American Arbitration Association using its expedited selection process and in accordance with its rules for selection of a neutral arbitrator in grievance arbitration. [If the hearing officer is not selected with the assistance of such association after five days, the hearing shall be held before the board of education or a subcommittee of the board.] When the reason for termination is incompetence or ineffectiveness, the hearing shall [(i)] (A) address the question of whether the performance evaluation ratings of the teacher were determined in good faith in accordance with the program adopted by the local or regional board of education pursuant

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to section 10-151b and were reasonable in light of the evidence presented, and [(ii)] (B) be limited to twelve total hours of evidence and testimony, with each side allowed not more than six hours to present evidence and testimony except the [board, subcommittee of the board or] impartial hearing officer may extend the time period for evidence and testimony at the hearing when good cause is shown. Not later than forty-five calendar days after receipt of the request for a hearing, the [subcommittee of the board or] hearing officer, unless the parties mutually agree to an extension not to exceed fifteen calendar days, shall [submit written findings and a recommendation to the board of education as to the disposition of the charges against the teacher and shall send a copy of such findings and recommendation to the teacher. The board of education shall give the teacher concerned its written decision not later than fifteen calendar days after receipt of the written recommendation of the subcommittee or hearing officer] render to the board of education and the teacher a written disposition that shall be binding on the parties. Each party shall share equally the fee of the hearing officer and all other costs incidental to the hearing. [If the hearing is before the board of education, the board shall render its decision not later than fifteen calendar days after the close of such hearing and shall send a copy of its decision to the teacher.] The hearing shall be public if the teacher so requests, [or the board, subcommittee or hearing officer so designates.] The teacher concerned shall have the right to appear with counsel at the hearing, whether public or private. [A copy of a transcript of the proceedings of the hearing shall be furnished by the board of education, upon written request by the teacher within fifteen days after the board's decision, provided the teacher shall assume the cost of any such copy.] Either party shall have the right to request a copy of the transcript and shall bear the cost of any such copy. Nothing [herein] contained in this section shall deprive a board of education or superintendent of the power to suspend a teacher from duty immediately when serious misconduct is charged without prejudice to the rights of the teacher as otherwise provided in this section.

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

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

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gross negligence or in bad faith or with malice in making the decision appealed from.

Sec. 9. (NEW) (*Effective July 1, 2027*) (a) As used in this section:

(1) "Awarding authority" means any person, including a contractor or subcontractor, that (A) awards or otherwise enters into a contract or subcontract to perform services at a covered location, or (B) contracts to sell or transfer control of a property where employees were employed at any time during the ninety-day period preceding such sale or transfer. "Awarding authority" does not include the federal government, the state or the Connecticut Airport Authority.

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

(3) "Covered location" includes the following locations: (A) Multifamily residential building or complex with fifty or more units, (B) a commercial center or complex or office building occupying more than seventy-five thousand square feet, (C) municipal office building or facility, (D) public or nonpublic school, (E) cultural center or complex, including a museum, convention center, arena or performance hall, (F) shopping mall or bank branch, (G) industrial site, (H) pharmaceutical lab, (I) airport, (J) train station, (K) warehouse, distribution center or other facility in which the primary purpose is the storage or distribution of general merchandise, refrigerated goods or other products, and (L) independent institution of higher education.

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

(i) Care or maintenance services at a covered location, including services performed by a security guard, front-desk worker, janitor,

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housekeeper, maintenance employee, concierge, door attendant, building superintendent, grounds maintenance worker, stationary fireman, elevator operator or window cleaner; and

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

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

(5) "Employer" means any person that employs two or more employees. "Employer" includes any municipal or local government, but does not include the federal government, the state or the Connecticut Airport Authority.

(6) "Person" means any individual, proprietorship, partnership, joint venture, corporation, limited liability company, trust association or other entity that may employ or enter into other contracts, but does not include the federal government or the state.

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

(8) "Successor service contract" means a service contract with the awarding authority under which substantially the same services to be

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performed have previously been rendered to the awarding authority as part of the same program or at the same facility under another service contract or have previously been rendered by the awarding authority's own employees.

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

(b) (1) (A) Not later than fifteen days prior to (i) the termination or nonrenewal of any service contract, (ii) the start of a successor service contract for services previously performed by the awarding authority's own employees, or (iii) the sale or transfer of any property where employees were employed at any time during the ninety-day period preceding such sale or transfer of such property, the awarding authority shall, where applicable, give advance notice to a terminated contractor, the employees of such terminated contractor and the exclusive bargaining representative of any of the terminated contractor's employees, of the termination or nonrenewal of such service contract, successor service contract for such services or the sale or transfer of such property. Such notice shall be provided in writing to each affected employee and be posted in a conspicuous place at the worksite. The awarding authority shall provide the terminated contractor, employees of such terminated contractor and the exclusive bargaining representative of any of the terminated contractor's employees with the name, telephone number and address of the successor employer or employers, if known.

(B) The terminated contractor shall, not later than three days after

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receipt of such notice, provide the successor employer with the name, date of hire and employment occupation classification of each employee employed by the terminated contractor at the site or sites covered by the service contract or contract to sell or transfer property as of the date the terminated contractor receives such notice.

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

(3) If the awarding authority fails to notify the terminated contractor of the identity of the successor employer, as required by subdivision (1) of this subsection, the terminated contractor shall provide the information described in subdivision (2) of this subsection to the awarding authority not later than three days after receiving notice from the awarding authority pursuant to subdivision (1) of this subsection. The awarding authority shall be responsible for providing such information to the successor employer as soon as the successor employer has been selected.

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

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or the contract to sell or transfer property during the ninety-day period immediately preceding the termination or nonrenewal of such service contract, start of the successor service contract or sale or transfer of such property, including any periods of layoff or leave with recall rights.

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

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

"IMPORTANT INFORMATION REGARDING YOUR EMPLOYMENT

To: .... (Name of employee)

We have received information that you are employed by .... (name of terminated contractor) and are currently performing work at ....

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(address of worksite) .... (name of terminated contractor's) contract to perform .... (describe services under contract) at .... (address of worksite) will terminate as of .... (last day of predecessor contract or date of the sale or transfer of property) and it will no longer be providing those services as of that date.

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

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

Hours per shift: ....

Total hours per week: ....

Benefits: ....

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

Connecticut state law gives you the following rights:

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

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

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

From: .... (Name of successor employer)

.... (Address of successor employer)

.... (Telephone number of successor employer)"

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

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

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

(5) If at any time a successor employer determines that fewer employees are required to perform (A) the successor service contract, or (B) services at the purchased or acquired property than were required by the terminated contractor, the successor employer shall be required to retain such employees by seniority within each job classification,

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based upon the employees' total length of service at the affected site or sites.

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

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

(8) After such ninety-day period, the successor employer shall provide each employee retained pursuant to this section a performance evaluation. If the performance of such employee is satisfactory during the ninety-day period, the successor employer shall offer the employee continued employment under the terms and conditions established by the successor employer, or as required by law.

(c) (1) An employee, or a group of employees, displaced or terminated in violation of this section, or such employee's collective bargaining representative, may bring an action in the Superior Court against the awarding authority, the terminated contractor or the successor employer, jointly or severally, to recover damages for any violation of the obligations imposed under this section or file a complaint with the Labor Commissioner alleging a violation of the provisions of this section, provided no employee, group of employees or such employee's collective bargaining representative shall file a complaint with the Labor Commissioner based on the same facts and circumstances as a civil action brought pursuant to this subdivision,

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except where such action has been withdrawn or dismissed without prejudice. No employee, group of employees or such employee's collective bargaining representative shall be required to exhaust their administrative remedies prior to bringing a civil action pursuant to this subdivision.

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

(d) (1) A successor employer that fails to retain or discharges an employee in violation of the provisions of this section shall pay a penalty of not less than five hundred dollars and not more than one thousand dollars per employee for each day the violation continues.

(2) An awarding authority or terminated contractor that violates the notice provisions of subdivisions (1) to (3), inclusive, of subsection (b) of

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this section shall pay a penalty of not less than fifty dollars and not more than two hundred dollars per employee for each day the violation continues.

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

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

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

(a) For purposes of this section:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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subsection, "unpaid volunteer firefighter" has the same meaning as provided in section 5-259, as amended by this act.

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

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

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

(3) In accordance with the provisions of subsection (b) of section 3-

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

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

(a) The Comptroller, with the approval of the Attorney General and of the Insurance Commissioner, shall arrange and procure a group hospitalization and medical and surgical insurance plan or plans for (1) state employees, (2) members of the General Assembly who elect coverage under such plan or plans, (3) participants in an alternate retirement program who meet the service requirements of section 5-162 or subsection (a) of section 5-166, (4) anyone receiving benefits under section 5-144 or from any state-sponsored retirement system, except the teachers' retirement system and the municipal employees retirement system, (5) judges of probate and Probate Court employees, (6) the surviving spouse, and any dependent children of a state police officer, a member of an organized local police department, a firefighter, an unpaid volunteer firefighter, a correction officer or an investigator or a constable who performs criminal law enforcement duties who dies before, on or after June 26, 2003, as the result of injuries received while acting within the scope of such officer's, [or] firefighter's, unpaid volunteer firefighter's, correction officer's, investigator's or constable's employment and not as the result of illness or natural causes, and whose surviving spouse and dependent children are not otherwise eligible for a group hospitalization and medical and surgical insurance plan. Coverage for a dependent child pursuant to this subdivision shall terminate no earlier than the end of the calendar year during whichever of the following occurs first, the date on which the child: (A) Becomes

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covered under a group health plan through the dependent's own employment; or (B) attains the age of twenty-six, (7) employees of the Capital Region Development Authority established by section 32-601, (8) the surviving spouse and dependent children of any employee of a municipality who dies on or after October 1, 2000, as the result of injuries received while acting within the scope of such employee's employment and not as the result of illness or natural causes, and whose surviving spouse and dependent children are not otherwise eligible for a group hospitalization and medical and surgical insurance plan, [and] (9) state marshals, and (10) the surviving spouse and any dependent children of a state marshal who dies as the result of injuries received while in performance of any duty for which such state marshal is compensated by the state and not as the result of illness or natural causes. Coverage for a dependent child pursuant to this subdivision shall terminate no earlier than the end of the calendar year during whichever of the following occurs first, the date on which the child: (A) Becomes covered under a group health plan through the dependent's own employment; or (B) attains the age of twenty-six. For purposes of subdivision (8) of this subsection, "employee" means any regular employee or elective officer receiving pay from a municipality, "municipality" means any town, city, borough, school district, taxing district, fire district, district department of health, probate district, housing authority, regional workforce development board established under section 31-3k, flood commission or authority established by special act or regional council of governments. For purposes of subdivision (6) of this subsection, "firefighter" means any person who is regularly employed and paid by any municipality for the purpose of performing firefighting duties for a municipality on average of not less than thirty-five hours per week, "unpaid volunteer firefighter" means a uniformed member of a fire department who performs firefighting duties for the fire department but is unpaid for performing such firefighting duties, "correction officer" has the same meaning as provided in section 3-122a, as amended by this act, and "investigator"

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has the same meaning as provided in section 3-122a, as amended by this act. The minimum benefits to be provided by such plan or plans shall be substantially equal in value to the benefits that each such employee or member of the General Assembly could secure in such plan or plans on an individual basis on the preceding first day of July. The state shall pay for each such employee and each member of the General Assembly covered by such plan or plans the portion of the premium charged for such member's or employee's individual coverage and seventy per cent of the additional cost of the form of coverage and such amount shall be credited to the total premiums owed by such employee or member of the General Assembly for the form of such member's or employee's coverage under such plan or plans. On and after January 1, 1989, the state shall pay for anyone receiving benefits from any such state-sponsored retirement system one hundred per cent of the portion of the premium charged for such member's or employee's individual coverage and one hundred per cent of any additional cost for the form of coverage. The balance of any premiums payable by an individual employee or by a member of the General Assembly for the form of coverage shall be deducted from the payroll by the State Comptroller. The total premiums payable shall be remitted by the Comptroller to the insurance company or companies or nonprofit organization or organizations providing the coverage. The amount of the state's contribution per employee for a health maintenance organization option shall be equal, in terms of dollars and cents, to the largest amount of the contribution per employee paid for any other option that is available to all eligible state employees included in the health benefits plan, but shall not be required to exceed the amount of the health maintenance organization premium.

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

(a) Members of the teaching profession shall have and shall be

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

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

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

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

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

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

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

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

(1) "Virtual monitoring" means remote monitoring of an individual receiving direct care services by a third party via technology owned and

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operated by the individual in the individual's living quarters;

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

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

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

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

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

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

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

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

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

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

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

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

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

(3) The average response time for answering (A) phone calls, including the volume of calls related to incidents described in subdivisions (1) to (5), inclusive, of this subsection, or (B) electronic mail messages from personal care attendants or consumers regarding general customer service requests;

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

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

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

As used in this chapter: (1) "Board" means the Examining Board for Crane Operators established under section 29-222, as amended by this act; (2) "commissioner" means the Commissioner of Administrative Services; (3) "crane" means power-operated equipment that can hoist, lower and horizontally move a suspended load and which has a manufacturer's maximum rated hoisting or lifting capacity exceeding two thousand pounds, including, but not limited to: (A) Articulating cranes such as knuckle-boom cranes, (B) crawler cranes, (C) floating cranes, (D) cranes on barges, (E) locomotive cranes, (F) mobile cranes such as wheel-mounted, rough terrain, all-terrain, commercial truck-mounted and boom truck cranes, (G) multipurpose machines when configured to hoist and lower, by means of a winch or hook, and horizontally move a suspended load, (H) industrial cranes such as carry-deck cranes, (I) dedicated pile drivers when used in construction,

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demolition or excavation work, (J) service or mechanic trucks with a hoisting device, (K) cranes on monorails, (L) tower cranes such as fixed jib hammerhead boom, luffing boom and self-erecting, (M) pedestal cranes, (N) portal cranes, (O) overhead and gantry cranes, (P) straddle cranes, (Q) side boom cranes, (R) derricks, and (S) variations of such equipment; (4) "hoisting equipment", other than cranes, means motorized equipment (A) used in construction, demolition or excavation work, (B) at a construction site for a project, other than a project involving residential structures of less than four stories, the estimated cost of which is more than one million two hundred fifty thousand dollars, and (C) which has a manufacturer's rated hoisting or lifting capacity exceeding five tons and a manufacturer's rated maximum reach in excess of thirty-two feet; (5) "department" means the Department of Administrative Services; [and] (6) "apprentice" means a person who is not licensed under this chapter, who has filed an application for a license with the board and whose employer has registered him or her with the board to learn crane operations or hoisting equipment operations under the direct supervision of a licensed operator in accordance with section 29-224c; and (7) "lessee" means a person, firm, partnership, corporation, limited liability company, association or other legal entity that rents or leases a crane or hoisting equipment.

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

There shall be in the Department of Administrative Services an Examining Board for Crane Operators consisting of [~~five~~] seven members who shall be residents of this state. Members shall be appointed by the Governor subject to the provisions of section 4-9a. One member shall be an employee of the department, [~~one member~~] two members shall be [~~a crane operator~~] crane operators having at least ten years of experience, [~~one member~~] two members shall represent the

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interests of crane owners and two members shall be public members. Members shall not be compensated for their services but shall be reimbursed for necessary expenses in the performance of their duties. A quorum of the board for the purpose of transacting business shall exist only when there is present, in person, a majority of its membership. Any member absent from (1) three consecutive meetings of the board, or (2) fifty per cent of such meetings during any calendar year shall be deemed to have resigned from the board.

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

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

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

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

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

The commissioner or any employee of the Department of Administrative Services, while engaged in the performance of [his or her] the commissioner's or employee's duties, may (1) enter at all reasonable hours into and upon any premises in or on which the commissioner or employee has reason to believe a crane or hoisting

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equipment is located for the purpose of carrying out the provisions of this chapter and the regulations adopted thereunder, (2) require a crane operator or hoisting equipment operator to produce for verification such operator's license issued under this chapter, (3) require a crane owner to produce for verification such owner's certificate of registration issued under this chapter, and (4) require a crane operator, hoisting equipment operator, crane owner, hoisting equipment owner or lessee to produce any document establishing an agreement between such operator, owner or lessee and a person, firm, partnership, corporation, limited liability company, association or other legal entity to perform crane or hoisting work on the premises.

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

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

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

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

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

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

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

(a) The board may suspend or revoke a crane operator's license, a hoisting equipment operator's license or an apprentice's certificate, after

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notice and hearing in accordance with the provisions of chapter 54, upon a finding that the holder has demonstrated incompetence or [has been guilty of] negligence in the performance of [his or her] such holder's work.

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

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

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

(3) If the board, after notice and hearing in accordance with the provisions of chapter 54, finds that a crane or hoisting equipment owner or operator, lessee or person that contracted with an owner, operator or

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lessee to perform crane or hoisting work violated a stop work order issued pursuant to section 23 of this act, the board shall impose a fine of five thousand dollars per day for each day the stop work order was violated.

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

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

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

Sec. 25. (NEW) (*Effective July 1, 2026*) Not later than July 1, 2027, and annually thereafter, each regional educational service center and the

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executive director of the Technical Education and Career System, in consultation with the Department of Education, shall submit a report, in accordance with the provisions of section 11-4a of the general statutes, concerning high school work-based learning programs provided in the region served by each regional education service center or offered by the Technical Education and Career System to the joint standing committee of the General Assembly having cognizance of matters relating to education and labor. Such report shall include, but need not be limited to, (1) an inventory of work-based learning programs offered by a local or regional board of education and the Technical Education and Career System, (2) the number of students enrolled in such work-based learning programs offered by a local or regional board of education and the Technical Education and Career System, and (3) the total cost incurred by each school district and the Technical Education and Career System for each such work-based learning program. Such report shall be posted on the Department of Education's Internet web site.

Sec. 26. (*Effective from passage*) (a) Not later than January 1, 2028, the Commissioner of Education shall, in consultation with the Office of Workforce Strategy, establish a two-year pilot program to provide educator externships for certified educators in order to allow such educators to participate in experiential learning with private sector employers for the purpose of aligning classroom instruction with current industry standards and workforce needs. In developing such program, the commissioner shall (1) establish criteria for identifying and screening employers for participation, (2) establish criteria for matching educators with externships based on subject matter relevance, (3) develop a curriculum that ensures incorporation of learned skills in the educator's future lesson plans, (4) establish eligibility for stipends for completion of an externship through such program by an educator, and (5) establish eligibility for grants for employers that participate in such program. The commissioner may contract with nongovernmental

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entities, including, but not limited to, nonprofit organizations, to carry out the provisions of this section.

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

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

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

(b) Each regional workforce navigator shall coordinate with the regional workforce development boards, the Governor's Workforce Council and the Labor Department in order to connect individuals participating in adult education programs and students enrolled in grades nine to twelve, inclusive, in a public school with workforce opportunities, including, but not limited to, internships, apprenticeships, job shadowing opportunities and credentials offered in the state. For purposes of this subsection "credential" has the same meaning as provided in section 10a-35b.

Sec. 28. (*Effective from passage*) (a) Not later than October 1, 2026, the

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Chief Workforce Officer shall develop, in consultation with educational institutions, the regional workforce development boards and the Governor's Workforce Council, training on adult education programs in the state, including, but not limited to, funding streams for such programs and performance measures in order to ensure informed collaboration.

(b) Not later than December 30, 2026, such training developed pursuant to subsection (a) of this section shall be provided to regional workforce navigators described in section 31-3l of the general statutes, as amended by this act.

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

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

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

Sec. 30. (NEW) (*Effective October 1, 2026*) The Labor Commissioner shall post information on the Internet web site of the Labor Department concerning the Americans with Disabilities Act of 1990, as amended, 42

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USC 12101. Such information shall include, but need not be limited to, the definition of a disability under such act and how such definition relates to reasonable accommodations in the workplace. Such information shall be in a form available for downloading by an employer to display at such employer's place of business in both English and Spanish and posted on the department's Internet web site.

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

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

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

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

(a) [Any employee may, at her discretion,] An employer shall provide reasonable break times for an employee to express breast milk for such employee's nursing child or breastfeed on site at [her] such employee's workplace [during her meal or break period] in addition to such employee's scheduled breaks.

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

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

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

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

(n) (1) Each hospital shall report biannually to the Department of Public Health, in a form and manner prescribed by the Commissioner of Public Health, whether it has been in compliance, for the previous six months, with at least eighty per cent of the nurse staffing assignments as required by any component outlined in the nurse staffing plan

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developed pursuant to subsections (d) and (e) of this section. Each hospital shall submit such reports not later than January fifteenth for the most recent six-month period ending on January first, and not later than July fifteenth for the most recent six-month period ending on July first.

(2) Not later than January 1, 2027, the Commissioner of Public Health, in consultation with an organization that represents hospitals in the state, shall establish a report concerning the number of variations from the nurse staffing plans developed pursuant to subsections (d) and (e) of this section by hospitals in the state. Such report shall include (A) the number of times a hospital-wide variation from such nurse staffing plans occurred, and (B) the number of times there was a unit level variation from such nurse staffing plans by a hospital. Such report shall be submitted, in accordance with the provisions of section 11-4a to the joint standing committees of the General Assembly having cognizance of matters relating to public health and labor.

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

(b) Not later than December 31, 2028, and biennially thereafter, the department shall submit a report, in accordance with the provisions of

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section 11-4a of the general statutes, to the joint standing committee of the General Assembly having cognizance of matters relating to public health on the implementation of the program. Such report shall include, but need not be limited to, an evaluation of the program.

Sec. 35. (NEW) (*Effective October 1, 2026*) (a) (1) Not later than January 1, 2027, and annually thereafter, in accordance with the findings of the study described in subsection (b) of this section, the Labor Commissioner shall update the informational web page, hosted on the Internet web site of the Labor Department, which serves as a central repository of information, resources and materials, including links to external sources of such information, resources and materials, regarding job training, career counseling, workforce development organizations, employers who are veteran and military-friendly or who establish and commit to meeting targets for the hiring of veterans and current and former members of the armed forces, and other topics relevant to the state's population of current and former members of the armed forces who may be transitioning from military service to a professional occupation in the civilian workforce. On and after January 1, 2027, the commissioner shall (A) post in a conspicuous location on such informational web page details of relevant employment assistance programming administered by the Military Department, as described in subsection (a) of section 36 of this act, and the annual job fair conducted by the Military Department, as described in subsection (b) of section 36 of this act, and (B) undertake efforts to optimize the visibility of such informational web page in Internet search engine results.

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

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

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

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

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

Sec. 36. (NEW) (*Effective October 1, 2026*) (a) Not later than January 1,

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2028, the Adjutant General, in consultation with the Labor Commissioner and within existing resources, shall increase promotion of, and periodically make improvements to, the state-based employment assistance program developed and administered by the Military Department for the provision of advice and information to current and former members of the National Guard, who are considering available educational and occupational opportunities. The Adjutant General may (1) tailor such promotion and improvements to better supplement any federally funded transition assistance program, and (2) appoint such personnel as necessary to support, administer and coordinate state transition assistance and related programs.

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

Sec. 37. (*Effective from passage*) (a) Not later than August 1, 2026, the Commissioner of Economic and Community Development shall consult with the Labor Commissioner, the Commissioner of Veterans Affairs and any other official, organization or entity the Commissioner of Economic and Community Development deems appropriate for the purpose of developing legislative recommendations for promoting employment in the state of current and former members of the armed forces, including members of any reserve component thereof, and of the National Guard. In developing such legislative recommendations, the

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Commissioner of Economic and Community Development may examine the efficacy of various incentives, including, but not limited to, tax credits, wage subsidies and reimbursements for training.

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

Sec. 38. Section 31-13a of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

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

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

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

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

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

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

(5) Nothing in this subsection shall be construed to require an

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employer to (A) establish and maintain an Internet web site if such employer does not currently maintain an Internet web site, or (B) establish new pay codes in order to satisfy the provisions of this section.

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

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

(e) "Employee" means any individual employed or permitted to work by an employer but shall not include any individual employed in camps or resorts which are open no more than six months of the year or in domestic service in or about a private home, except any individual in domestic service employment as defined in the regulations of the federal Fair Labor Standards Act, or an individual employed in a bona fide executive, administrative or professional capacity as defined in the regulations of the Labor Commissioner or an individual employed by the federal government, or any individual engaged in the activities of an educational, charitable, religious, scientific, historical, literary or nonprofit organization where the employer-employee relationship does not, in fact, exist or where the services rendered to such organizations are on a voluntary basis, or any individual employed as a head resident or resident assistant by a college or university, or any individual

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engaged in baby sitting, or an outside salesman as defined in the regulations of the federal Fair Labor Standards Act, or any individual employed by a nonprofit theater, provided such theater does not operate for more than seven months in any calendar year, or a member of the armed forces of the state performing military duty, as such terms are defined in section 27-61, or any individual who has entered into a contract to play minor league baseball and is compensated pursuant to the terms of a collective bargaining agreement;

Sec. 41. (NEW) (*Effective from passage*) (a) Not later than July 1, 2027, the president of The University of Connecticut shall establish a recruitment and retention program for The University of Connecticut special police forces and fire department to address critical staffing shortages and high resignation rates. As part of such program, the president of The University of Connecticut shall develop: (1) Salary schedules for all sworn members of the university's special police forces and all members of the fire department, and (2) an education benefit to reward such members' long-term commitment and acquisition of institutional knowledge critical to higher education and hospital environments.

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

(2) The president shall provide the salary schedules developed pursuant to subdivision (1) of this subsection to the Office of Labor

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Relations and the collective bargaining unit representing the sworn members of the university's special police forces and the members of the fire department. Such salary schedules: (A) Shall be a mandatory subject of the negotiations between the Office of Labor Relations and such collective bargaining unit (i) relating to salary, including, but not limited to, any wage reopener, and (ii) next occurring after the president has provided such salary schedules to said office and the collective bargaining unit, and (B) may be a subject of any negotiations between the Office of Labor Relations and such collective bargaining unit occurring after the president has provided such salary schedules to said office and the collective bargaining unit, but before the negotiations described in subparagraph (A) of this subdivision, by mutual agreement of said office and such bargaining unit.

(c) (1) The president of The University of Connecticut shall develop the parameters of the education benefit described in subdivision (2) of subsection (a) of this section. Such parameters: (A) May include, but need not be limited to, tuition reimbursement or university fee waivers, and (B) shall (i) include, but need not be limited to, the required years of service for eligibility, and (ii) allow dependents of the sworn members of the university's special police forces and the members of the fire department to be eligible for such education benefit, under terms and conditions established by the president.

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

Sec. 42. (NEW) (*Effective from passage*) Not later than January 1, 2027, and annually thereafter, the president of The University of Connecticut

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shall submit a report, in accordance with the provisions of section 11-4a of the general statutes, on the recruitment and retention status of the university's special police forces and fire department to the joint standing committees of the General Assembly having cognizance of matters relating to public safety and security and higher education and employment advancement and to the Board of Trustees of The University of Connecticut. Such report shall include, but need not be limited to, for both the special police forces and the fire department: (1) The total number of authorized positions compared to filled positions, including a breakdown of any vacancies due to unfilled positions, personnel being in academy training or field training or personnel being on administrative, military or medical leave, (2) the total number of any resignations, retirements and terminations that occurred during the preceding year, including the average seniority of departing personnel, (3) a detailed assessment of the forces' or department's ability to provide mandated coverage at all applicable campuses and facilities, and (4) an analysis of the financial impact of any costs incurred to train and recruit personnel who resign within five years of being hired.

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

(d) [The] Notwithstanding the provisions of chapter 68, the president of The University of Connecticut shall establish classifications for the special police forces positions for The University of Connecticut at Storrs and its several campuses, including The University of Connecticut Health Center in Farmington, using objective job-related criteria, including, but not limited to: (1) Knowledge and skill required to carry out the duties of each position, including the skill required (A) in high-density campus environments, (B) to provide student-focused community outreach services, and (C) to provide specialized emergency services within The University of Connecticut Health Center in

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Farmington, (2) mental and physical effort required to carry out the duties of each position, [and] (3) the level of accountability assigned to each position, and (4) the responsibilities associated with exercising jurisdiction at multiple campuses throughout the state. The president shall establish and administer all necessary examinations for such special police forces.

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

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

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

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

(4) "Utility pole attachment database system" means a software system designated by the Public Utilities Regulatory Authority for the purpose of maintaining a database of attachments to public utility poles in the state;

(5) "User" means any person or entity that is not the owner of a public utility pole who maintains equipment of any sort on such pole, except when a public utility pole is owned by more than one person or entity,

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the person or entity that is a partial owner of such pole and that is not performing the removal or replacement work shall be considered a "user" for the purposes of this section and section 45 of this act. "User" does not include any municipality or political subdivision of the state or an electric distribution company if such company owns the public utility pole;

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

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

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

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

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

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

(d) (1) Except as provided in section 46 of this act, if a user fails to complete the work required to transfer the user's equipment in the time required under subsection (c) of this section, the telephone company, or such company's agent, may complete such work on the user's behalf. Such company, or such company's agent, may submit a bill to such user based on the prevailing rate of wages established pursuant to section 31-53 of the general statutes, as amended by this act, for any such work completed on behalf of such user. Such user shall pay such bill not later than sixty days after receipt.

(2) A user shall not be in violation of this section if (A) such user is prevented from timely completing the transfer of such user's equipment due solely to a municipality's failure to timely remove or transfer any equipment owned by such municipality or a political subdivision of the municipality, (B) a telephone company, or such company's agent, fails to complete any work required to transfer such user's equipment pursuant to subdivision (1) of this subsection, or (C) the user can demonstrate good cause to the authority why such user failed to timely complete such transfer, including, but not limited to, the presence of an unidentified attachment to a public utility pole, a significant weather event that precludes or delays the timely completion of required work,

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the existence of a declared emergency in the state, or if the transfer is a complex transfer. Nothing in this section shall be construed to excuse such user from completing such work within a reasonable period of time, considering the circumstances of such work, as determined by the authority.

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

(2) The authority shall impose no penalty on a user pursuant to this subsection if (A) the user of a public utility pole was prevented from completing the transfer of such user's equipment due solely to a municipality's failure to timely remove or transfer any equipment owned by such municipality or a political subdivision of the municipality, (B) a telephone company, or such company's agent, fails to complete any work required to transfer such user's equipment pursuant to subsection (d) of this section, or (C) the user can demonstrate good cause to the authority why such user failed to timely complete such transfer, including, but not limited to, the presence of an unidentified attachment to a public utility pole, a significant weather event that precludes or delays the timely completion of required work, the existence of a declared emergency in the state, or if the transfer is a complex transfer. If the authority finds the user has demonstrated good cause pursuant to subparagraph (C) of this subdivision, the authority

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shall issue a written decision that articulates the basis for such finding.

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

(2) An electric distribution company or telephone company that fails to comply with subdivision (1) of this subsection shall be in violation of this section. The Public Utilities Regulatory Authority may impose, by order of the authority, a civil penalty not to exceed one hundred dollars for each violation of this subsection, and in the case of a continued violation, each day thereof shall be deemed a separate violation. The authority shall impose any such civil penalty in accordance with the procedure established in section 16-41 of the general statutes, except when such company can demonstrate good cause to the authority why such company failed to timely complete such transfer, including, but not limited to, the presence of an unidentified attachment to a public utility pole, a significant weather event that precludes or delays the timely completion of required work, the existence of a declared emergency in the state, or if the transfer is a complex transfer. If the authority finds the company has demonstrated good cause, the authority shall issue a written decision that articulates the basis for such finding.

(g) The Public Utilities Regulatory Authority shall remit the amount of any civil penalty collected pursuant to this section or section 45 of this act to the Commissioner of Social Services for the purpose of providing funding for the Connecticut energy assistance program administered by the commissioner pursuant to section 17b-2 of the general statutes.

(h) The Public Utilities Regulatory Authority may adopt regulations,

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in accordance with chapter 54 of the general statutes, to implement the provisions of this section and section 45 of this act.

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

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

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

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

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accordance with the procedure established in section 16-41 of the general statutes.

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

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

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

Sec. 49. (NEW) (*Effective October 1, 2026*) The Commissioner of Administrative Services, in consultation with the Commissioner of Emergency Services and Public Protection and the State Fire

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Administrator, shall establish a job classification for part-time fire service instructors within the Division of Fire Services Administration within the Department of Emergency Services and Public Protection.

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

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

(1) An offer of employment to an individual for the following school year, whether written, oral or implied, provided such offer: (A) Was made by an employee of a local or regional board of education, regional educational service center, governing authority for a state charter school or an endowed or incorporated academy approved by the State Board of Education pursuant to section 10-34 of the general statutes, who has authority to make such offer; (B) is for services in the same capacity as the individual provided in the prior school year; (C) provides wages or a salary in an amount not less than ninety per cent of the amount paid to such individual, in the aggregate, by every educational institution for which such individual worked during the prior school year; and (D) is

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not contingent on factors within the control of such board of education, regional educational service center, governing authority or endowed or incorporated academy, including, but not limited to, course programming, allocation of available funding, program modifications or facility availability; and

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

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

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information about the offer communicated to the individual.

(c) The information required pursuant to subsection (b) of this section may be considered by the Labor Commissioner for purposes of determining eligibility for benefits pursuant to chapter 567 of the general statutes, provided such information shall not be conclusive evidence of reasonable assurance in any case.

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

On and after July 1, 2013, the Commissioner of Education shall establish a School Paraprofessional Advisory Council, which on and after July 1, 2021, shall be known as the School Paraeducator Advisory Council, consisting of (1) ~~[one paraeducator]~~ five paraeducators from ~~[each]~~ state-wide bargaining representative ~~[organization]~~ organizations that ~~[represents]~~ represent paraeducators with instructional responsibilities nominated by the Connecticut AFL-CIO, (2) one representative from each of the exclusive bargaining units for certified employees, chosen pursuant to section 10-153b, (3) the most recent recipient of the Connecticut Paraeducator of the Year Award, (4) two representatives from the regional educational service centers, appointed by the Commissioner of Education, and (5) a school administrator, appointed by the Connecticut Federation of School Administrators. The council shall hold quarterly meetings and advise, at least quarterly, the Commissioner of Education, or the commissioner's designee, of the needs for (A) professional development and the training of paraeducators and the effectiveness of the content and the delivery of existing training for such paraeducators, (B) appropriate staffing strategies for paraeducators, and (C) consideration of other relevant issues relating to paraeducators. The council shall report, annually, in accordance with the provisions of section 11-4a, on the recommendations given to the commissioner, or the commissioner's designee, pursuant to the provisions of this section, to the joint standing

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committee of the General Assembly having cognizance of matters relating to education.

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

(e) [Salaries] (1) Except as provided in an agreement executed pursuant to subdivision (2) of this section, salaries of the members of the Division of State Police within the Department of Emergency Services and Public Protection shall be fixed by the Commissioner of Administrative Services as provided in section 4-40. State police personnel may be promoted, demoted, suspended or removed by the commissioner, but no final dismissal from the service shall be ordered until a hearing has been had before the Commissioner of Emergency Services and Public Protection on charges preferred against such officer. Each state police officer shall, before entering upon such officer's duties, be sworn to the faithful performance of such duties. The Commissioner of Emergency Services and Public Protection shall designate an adequate patrol force for motor patrol work exclusively.

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

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

(a) Each contract for the construction, remodeling, refinishing,

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refurbishing, rehabilitation, alteration or repair of any public works project by the state or any of its agents, or by any political subdivision of the state or any of its agents, including, on and after July 1, 2025, each contract for off-site custom fabrication for any such public works project, shall contain the following provision: "The wages paid on an hourly basis to any person performing the work of any mechanic, laborer or worker on the work herein contracted to be done and the amount of payment or contribution paid or payable on behalf of each such person to any employee welfare fund, as defined in subsection (i) of this section, shall be at a rate equal to the rate customary or prevailing for the same work in the same trade or occupation in the town in which such public works project is being constructed. Any contractor who is not obligated by agreement to make payment or contribution on behalf of such persons to any such employee welfare fund shall pay to each mechanic, laborer or worker as part of such person's wages the amount of payment or contribution for such person's classification on each pay day." For purposes of this subsection, "off-site custom fabrication" means the fabrication of mechanical systems that are fabricated at a site located within the state other than the location of a public works project, but are fabricated specifically for such public works project, including plumbing systems, heating systems, cooling systems, pipefitting systems, ventilation systems or exhaust duct systems. "Off-site custom fabrication" does not include components or materials that are stock shelf items or readily available.

(b) If the commissioner, upon inspection or investigation of a complaint, believes that a contractor or subcontractor has knowingly or wilfully employed any mechanic, laborer or worker in the construction, remodeling, refinishing, refurbishing, rehabilitation, alteration or repair of any public works project for or on behalf of the state or any of its agents, or any political subdivision of the state or any of its agents, at a rate of wage on an hourly basis that is less than the rate customary or prevailing for the same work in the same trade or occupation in the town

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in which such public works project is being constructed, remodeled, refinished, refurbished, rehabilitated, altered or repaired, or who has failed to pay the amount of payment or contributions paid or payable on behalf of each such person to any employee welfare fund, or in lieu thereof to the person, as provided by subsection (a) of this section, such contractor or subcontractor shall be issued a citation and may be fined five thousand dollars for each offense. The commissioner shall maintain a list of any contractor or subcontractor that, during the three preceding calendar years, violates this section or enters into a settlement with the commissioner to resolve any claim brought by the commissioner pursuant to this section. For each contractor or subcontractor placed on such list, the commissioner shall record the following information: (1) The nature of the violation; (2) the total amount of wages and fringe benefits making up the violation or agreed upon in any settlement with the commissioner; and (3) the total amount of civil penalties and fines agreed upon by the commissioner. The commissioner shall review the list on the first day of May each year for the preceding rolling three-year period and may refer for debarment any contractor or subcontractor that committed a violation of this section during the rolling three-year period. The commissioner shall refer for debarment any contractor or subcontractor that entered into one or more settlement agreements with the commissioner where the sum total of all settlements within such period exceeds fifty thousand dollars in back wages or fringe benefits, or entered into one or more settlement agreements with the commissioner where the sum total of all settlements within such period exceeds fifty thousand dollars in civil penalties or fines agreed upon by the commissioner. Any contractor or subcontractor the commissioner refers for debarment may request a hearing before the commissioner. Such hearing shall be conducted in accordance with the provisions of chapter 54. In addition, if it is found by the contracting officer representing the state or political subdivision of the state that any mechanic, laborer or worker employed by the contractor or any subcontractor directly on the site for the work covered by the contract

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has been or is being paid a rate of wages less than the rate of wages required by the contract to be paid as required by this section, the state or contracting political subdivision of the state may (A) by written or electronic notice to the contractor, terminate such contractor's right to proceed with the work or such part of the work as to which there has been a failure to pay said required wages and to prosecute the work to completion by contract or otherwise, and the contractor and the contractor's sureties shall be liable to the state or the contracting political subdivision for any excess costs occasioned the state or the contracting political subdivision thereby, or (B) withhold payment of money to the contractor or subcontractor. The contracting department of the state or the political subdivision of the state shall, not later than two days after taking such action, notify the Labor Commissioner, in writing or electronically, of the name of the contractor or subcontractor, the project involved, the location of the work, the violations involved, the date the contract was terminated, and steps taken to collect the required wages.

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

(d) For the purpose of predetermining the prevailing rate of wage on an hourly basis and the amount of payment, contributions and member benefits paid or payable on behalf of each person to any employee welfare fund, as defined in subsection (i) of this section, in each town where such contract is to be performed, the Labor Commissioner shall adopt the rate of wages on an hourly basis in accordance with the provisions of this section and section 31-76c, and the amount, at the journeyman rate, of payment, contributions and member benefits, including health, pension, annuity and apprenticeship funds, as recognized by the United States Department of Labor and the Labor Commissioner paid or payable on behalf of each person to any employee welfare fund, as defined in subsection (i) of this section, as

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established in the collective bargaining agreements or understandings between employers or employer associations and bona fide labor organizations for the same work in the same trade or occupation in the town in which the applicable public works project, as defined in section 31-56a, is being constructed. For each trade or occupation for which more than one collective bargaining agreement is in effect for the town in which such project is being constructed, the collective bargaining agreement of historical jurisdiction shall prevail. For each trade or occupation for which there is no collective bargaining agreement in effect for the town in which the public works project is being constructed, the Labor Commissioner shall adopt and use such appropriate and applicable prevailing wage rate determinations as have been made by the Secretary of Labor of the United States under the provisions of the Davis-Bacon Act, as amended.

(e) The Labor Commissioner shall determine the prevailing rate of wages on an hourly basis and the amount of payment or contributions paid or payable on behalf of such person to any employee welfare fund, as defined in subsection (i) of this section, in each locality where any such public work is to be constructed, and the agent empowered to let such contract shall contact the Labor Commissioner, at least ten but not more than twenty days prior to the date such contracts will be advertised for bid, to ascertain the proper rate of wages and amount of employee welfare fund payments or contributions and shall include such rate of wage on an hourly basis and the amount of payment or contributions paid or payable on behalf of each person to any employee welfare fund, as defined in subsection (i) of this section, or in lieu thereof the amount to be paid directly to each person for such payment or contributions as provided in subsection (a) of this section for all classifications of labor in the proposal for the contract. The rate of wage on an hourly basis and the amount of payment or contributions to any employee welfare fund, as defined in subsection (i) of this section, or cash in lieu thereof, as provided in subsection (a) of this section, shall, at

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all times, be considered as the minimum rate for the classification for which it was established. Prior to the award of any contract, purchase order, bid package or other designation subject to the provisions of this section, such agent shall certify to the Labor Commissioner, either in writing or electronically, the total dollar amount of work to be done in connection with such public works project, regardless of whether such project consists of one or more contracts. Upon the award of any contract subject to the provisions of this section, the contractor to whom such contract is awarded shall certify, under oath, to the Labor Commissioner the pay scale to be used by such contractor and any of the contractor's subcontractors for work to be performed under such contract.

(f) Each employer subject to the provisions of this section, section 31-53c, subsection (f) of section 31-53d or section 31-54 shall (1) keep, maintain and preserve such records relating to the wages and hours worked by each person performing the work of any mechanic, laborer and worker and a schedule of the occupation or work classification at which each person performing the work of any mechanic, laborer or worker on the project is employed during each work day and week in such manner and form as the Labor Commissioner establishes to assure the proper payments due to such persons or employee welfare funds under this section, section 31-53c, subsection (f) of section 31-53d or section 31-54, regardless of any contractual relationship alleged to exist between the contractor and such person, provided such employer shall have the option of keeping, maintaining and preserving such records in an electronic format, and (2) submit monthly to the contracting agency or the Department of Economic and Community Development pursuant to section 31-53c or to the developer of a covered project, as defined in section 31-53d, as applicable, by mail, electronic mail or other method accepted by such agency, the Department of Economic and Community Development or such developer, a certified payroll that shall consist of a complete copy of such records accompanied by a

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statement signed by the employer that indicates (A) such records are correct; (B) the rate of wages paid to each person performing the work of any mechanic, laborer or worker and the amount of payment or contributions paid or payable on behalf of each such person to any employee welfare fund, as defined in subsection (i) of this section, are not less than the prevailing rate of wages and the amount of payment or contributions paid or payable on behalf of each such person to any employee welfare fund, as determined by the Labor Commissioner pursuant to subsection (d) of this section, and not less than those required by the contract to be paid; (C) the employer has complied with the applicable provisions of this section, section 31-53c, subsection (f) of section 31-53d and section 31-54; (D) each such person is covered by a workers' compensation insurance policy for the duration of such person's employment, which shall be demonstrated by submitting to the contracting agency the name of the workers' compensation insurance carrier covering each such person, the effective and expiration dates of each policy and each policy number; (E) the employer does not receive kickbacks, as defined in 41 USC 52, from any employee or employee welfare fund; and (F) pursuant to the provisions of section 53a-157a, the employer is aware that filing a certified payroll which the employer knows to be false is a class D felony for which the employer may be fined up to five thousand dollars, imprisoned for up to five years, or both. This subsection shall not be construed to prohibit a general contractor from relying on the certification of a lower tier subcontractor, provided the general contractor shall not be exempted from the provisions of section 53a-157a if the general contractor knowingly relies upon a subcontractor's false certification. Notwithstanding the provisions of section 1-210, the certified payroll shall be considered a public record and every person shall have the right to inspect and copy such records in accordance with the provisions of section 1-212. The provisions of subsections (a) and (b) of section 31-59 and sections 31-66 and 31-69 that are not inconsistent with the provisions of this section, section 31-53c or 31-54 apply to this section. Failing to file a certified payroll pursuant to

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subdivision (2) of this subsection is a class D felony for which the employer may be fined up to five thousand dollars, imprisoned for up to five years, or both.

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

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

(2) On and after October 31, 2017, and prior to July 1, 2019, the provisions of this subdivision shall not apply where the work to be performed by any contractor or subcontractor in connection with new construction, remodeling, refinishing, refurbishing, rehabilitation, alteration or repair of any public works project funded in whole or in part by any private bequest that is greater than nine million dollars but less than twelve million dollars for a municipality in New Haven County with a population of not less than twelve thousand and not more than thirteen thousand, as determined by the most recent population estimate by the Department of Public Health.

(3) On and after July 1, 2019, and prior to January 1, 2020, the provisions of this subdivision shall not apply where the work to be

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performed by any contractor or subcontractor in connection with new construction, remodeling, refinishing, refurbishing, rehabilitation, alteration or repair of any public works project funded in whole or in part by any private bequest that is greater than nine million dollars but less than twenty-two million dollars for a municipality in New Haven County with a population of not less than twelve thousand and not more than thirteen thousand, as determined by the most recent population estimate by the Department of Public Health.

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

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

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person performing the work of a mechanic, laborer or worker, and (D) the arrival and departure time to the work site of each person performing the work of a mechanic, laborer or worker.

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

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

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

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

(1) "Construction contract" means any contract entered into on or after January 1, 2027, for construction, renovation or rehabilitation in the state, including any improvements to real property that are associated with such construction, renovation or rehabilitation, or any subcontract for construction, renovation or rehabilitation between an owner and a contractor, a contractor and a subcontractor or between a subcontractor and another subcontractor. "Construction contract" does not include (A) any public works or other contract entered into with any agency or department in the state, another state or a federal agency or department,

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or (B) a home improvement contract for (i) the construction, renovation or rehabilitation of an owner-occupied residence or the property where such residence is located, or (ii) the construction, renovation or rehabilitation of a one-family or two-family dwelling unit or the property where such dwelling unit is located, except when such contract is for the construction of more than fifteen one-family or two-family dwelling units at one project site;

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

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

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

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

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

(7) "Wages" has the same meaning as provided in section 31-71a of

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the general statutes.

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

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

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

(a) When any employer fails to pay an employee wages in accordance with the provisions of sections 31-71a to 31-71i, inclusive, or fails to compensate an employee in accordance with section 31-76k or where an employee or a labor organization representing an employee institutes an action to enforce an arbitration award which requires an employer to make an employee whole or to make payments to an employee welfare fund, such employee or labor organization shall recover, in a civil action, (1) twice the full amount of such wages, with costs and such reasonable attorney's fees as may be allowed by the court, or (2) if the employer establishes that the employer had a good faith belief that the

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underpayment of wages was in compliance with law, the full amount of such wages or compensation, with costs and such reasonable attorney's fees as may be allowed by the court. Any agreement between an employee and his or her employer for payment of wages other than as specified in said sections shall be no defense to such action. The Labor Commissioner may collect the full amount of any such unpaid wages, payments due to an employee welfare fund or such arbitration award, as well as interest calculated in accordance with the provisions of section 31-265 from the date the wages or payment should have been received, had payment been made in a timely manner. In addition, the Labor Commissioner may bring any legal action necessary to recover twice the full amount of unpaid wages, payments due to an employee welfare fund or arbitration award, and the employer shall be required to pay the costs and such reasonable attorney's fees as may be allowed by the court. The commissioner shall distribute any wages, arbitration awards or payments due to an employee welfare fund collected pursuant to this section to the appropriate person.

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

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

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

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

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

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(b) Not later than July 1, 2028, and annually thereafter, the Board of Regents for Higher Education shall report, in accordance with the provisions of section 11-4a of the general statutes, to the joint standing committee of the General Assembly having cognizance of matters relating to higher education regarding the number of employers in the state who received a credential during the prior fiscal year for the successful completion of the training course offered pursuant to subsection (a) of this section.

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

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

(b) Not later than February 1, 2027, the Department of Administrative Services shall submit, in accordance with the provisions of section 11-4a of the general statutes, to the joint standing committee of the General

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Assembly having cognizance of matters relating to higher education and employment advancement a report on the results of the survey conducted pursuant to subsection (a) of this section.

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

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

Sec. 62. Section 12-81x of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

The legislative body of any municipality may establish, by ordinance, a program to abate all or a portion of the property taxes due with respect to real property owned and occupied as the principal residence of the surviving spouse or domestic partner of a police officer, firefighter or

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emergency medical technician who dies while in the performance of such officer's, firefighter's or technician's duties. As used in this section, "domestic partner" means an individual with whom a police officer, firefighter or emergency medical technician maintained a domestic partnership until such police officer, firefighter or emergency medical technician's death, and "domestic partnership" means a partnership between two individuals that (1) are eighteen years of age or older, (2) are in a committed, intimate relationship with each other, (3) are not married to anyone, (4) would not be prohibited from marrying each other under the laws of the state, (5) reside together in a principal residence, and (6) are each other's sole domestic partner. Any municipality that establishes such a program may require a domestic partner claiming such abatement to attest to the criteria described in subdivisions (1) to (6), inclusive, of this section.

Sec. 63. (*Effective from passage*) (a) There is established a working group to review and make recommendations for legislation regarding tax incentives and credits for volunteer firefighters in the state.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Sec. 64. (NEW) (*Effective from passage*) (a) Notwithstanding any provision of title 26 of the general statutes, any food service

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

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

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Sec. 65. (NEW) (*Effective July 1, 2026*) (a) As used in this section:

(1) "First responder" means a police officer certified by the Police Officer Standards and Training Council, volunteer or paid fire service personnel certified by the Commission on Fire Prevention and Control or emergency medical service personnel licensed or certified by the Department of Public Health; and

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

(b) Each first responder seeking to receive a tuition waiver pursuant to section 10a-77 of the general statutes, as amended by this act, or 10a-99 of the general statutes, as amended by this act, or mortgage assistance pursuant to section 72 of this act shall request a compliance certification from such first responder's employer, on a form developed by the Comptroller pursuant to subsection (c) of this section, to certify that such first responder meets the eligibility requirements, established pursuant to section 7-294d of the general statutes, as amended by this act, 7-323l of the general statutes, as amended by this act, or 19a-177 of the general statutes, as amended by this act, for such benefit. Such first responder shall submit such compliance certification with such first responder's application for a tuition waiver to the Connecticut State Community College or the Connecticut State University System or application for mortgage assistance to the Connecticut Housing Finance Authority, as applicable.

(c) Not later than September 1, 2026, the Comptroller shall develop a compliance certification form for an employer of a first responder to

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certify that such first responder meets the eligibility requirements, established pursuant to sections 7-294d of the general statutes, as amended by this act, 7-323l of the general statutes, as amended by this act, and 19a-177 of the general statutes, as amended by this act, to qualify for a tuition waiver or mortgage assistance program. The Comptroller shall post such compliance certification form in a conspicuous location on the Comptroller's Internet web site and maintain each compliance certification submitted to the Comptroller for the duration that such first responder receives such tuition waiver or mortgage assistance. The Comptroller may share a copy of a compliance certification, if requested by the first responder who is the subject of such compliance certification, with such first responder, the Connecticut State Community College, the Connecticut State University System, the Connecticut Housing Finance Authority or the Department of Revenue Services, as requested by such first responder.

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

Sec. 66. Subsection (a) of section 7-294d of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

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

(1) To develop and periodically update and revise comprehensive

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state and municipal police training plans;

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

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

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

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

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

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

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

(9) To develop an interactive electronic computer platform capable of administering training courses and to authorize police officers to complete certified review training at a local police department facility

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by means of such platform;

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

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

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

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

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

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

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

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7-294e, inclusive;

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

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

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

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

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

(22) (A) To develop, adopt and revise, as necessary, comprehensive accreditation standards, and designation of such standards as state-accreditation tiers one, two and three, for the administration and management of law enforcement units, to grant accreditation to those law enforcement units that demonstrate their compliance with such standards and, at the request and expense of any law enforcement unit, to conduct such surveys as may be necessary to determine such unit's compliance with such standards; and (B) on and after January 1, 2023 to work with any law enforcement unit that has failed to obtain or maintain its certification of compliance with the appropriate tier or tiers or a higher level of accreditation standards developed by the council or

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the Commission on Accreditation for Law Enforcement Agencies, Inc., pursuant to section 7-294ee;

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

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

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

(26) To establish eligibility requirements, on or before January 1, 2027, for police officers to receive mortgage assistance through a mortgage assistance program developed by the Connecticut Housing Finance Authority pursuant to section 72 of this act. Such eligibility requirements shall include, but need not be limited to, (A) certification as a police officer by the council, and (B) current employment with a law enforcement unit in the state for at least two years, but not more than five years, as specified by the council.

Sec. 67. Subsection (a) of section 7-323l of the 2026 supplement to the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

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

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

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

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

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

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

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

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

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

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

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

(11) Establish eligibility requirements, on or before January 1, 2027, for firefighters, as defined in section 7-323j, including, but not limited to, firefighters serving a fire department operated by a federally recognized Indian tribe in the state, to receive a tuition waiver from the Connecticut State Community College pursuant to section 10a-77, as amended by this act, or the Connecticut State University System pursuant to section 10a-99, as amended by this act. Such eligibility requirements shall include, but need not be limited to, (A) certification as fire service personnel by the commission, and (B) current employment with a fire department in the state for at least two years, but not more than five years, as specified by the commission; and

(12) Establish eligibility requirements, on or before January 1, 2027, for firefighters, as defined in section 7-323j, to receive mortgage assistance through a mortgage assistance program developed by the Connecticut Housing Finance Authority pursuant to section 72 of this act. Such eligibility requirements shall include, but need not be limited to, (A) certification as fire service personnel by the commission, and (B) current employment with a fire department in the state for at least two years, but not more than five years, as specified by the commission.

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Sec. 68. Section 19a-177 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2026*):

The [commissioner] Commissioner of Public Health shall:

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

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

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

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

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

(6) Establish such minimum standards and adopt such regulations in

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accordance with the provisions of chapter 54, as may be necessary to develop the following components of an emergency medical service system: (A) Communications, which shall include, but not be limited to, equipment, radio frequencies and operational procedures; (B) transportation services, which shall include, but not be limited to, vehicle type, design, condition and maintenance, and operational procedures; (C) training, which shall include, but not be limited to, emergency medical services personnel, communications personnel, paraprofessionals associated with emergency medical services, firefighters and state and local police; (D) emergency medical service facilities, which shall include, but not be limited to, categorization of emergency departments as to their treatment capabilities and ancillary services; and (E) mobile integrated health care programs, which shall include, but not be limited to, the standards to ensure the health, safety and welfare of the patients being served by such programs and data collection and reporting requirements to ensure and measure quality outcomes of such programs;

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

(8) (A) Develop an emergency medical services data collection system. Each emergency medical service organization licensed or certified pursuant to this chapter shall submit data to the commissioner, on a quarterly basis, from each licensed ambulance service, certified ambulance service or paramedic intercept service that provides emergency medical services. Such submitted data shall include, but not be limited to: (i) The total number of and reasons for calls for emergency medical services received by such licensed ambulance service, certified ambulance service or paramedic intercept service through the 9-1-1 system during the reporting period; (ii) each level of emergency medical services, as defined in regulations adopted pursuant to section 19a-179, required for each such call; (iii) the response time for each licensed ambulance service, certified ambulance service or paramedic intercept

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service during the reporting period; (iv) the number of passed calls, cancelled calls and mutual aid calls, both made and received, during the reporting period; and (v) for the reporting period, the prehospital data for the nonscheduled transport of patients required by regulations adopted pursuant to subdivision (6) of this section. The data required under this subdivision may be submitted in any electronic form selected by such licensed ambulance service, certified ambulance service or paramedic intercept service and approved by the commissioner, provided the commissioner shall take into consideration the needs of such licensed ambulance service, certified ambulance service or paramedic intercept service in approving such electronic form. The commissioner may conduct an audit of any such licensed ambulance service, certified ambulance service or paramedic intercept service as the commissioner deems necessary in order to verify the accuracy of such reported data.

(B) On or before June 1, 2023, and annually thereafter, the commissioner shall prepare a report to the Emergency Medical Services Advisory Board, established pursuant to section 19a-178a, that shall include, but not be limited to, the following data: (i) The total number of calls for emergency medical services received during the reporting year by each licensed ambulance service, certified ambulance service or paramedic intercept service; (ii) the level of emergency medical services required for each such call; (iii) the name of the emergency medical service organization that provided each such level of emergency medical services furnished during the reporting year; (iv) the response time, by time ranges or fractile response times, for each licensed ambulance service, certified ambulance service or paramedic intercept service, using a common definition of response time, as provided in regulations adopted pursuant to section 19a-179; (v) the number of passed calls, cancelled calls and mutual aid calls during the reporting year; and (vi) any shortage of emergency medical services personnel in the state. The commissioner shall prepare such report in a format that

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categorizes such data for each municipality in which the emergency medical services were provided, with each such municipality grouped according to urban, suburban and rural classifications.

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

(D) The commissioner shall collect the data required by subparagraph (A) of this subdivision, in the manner provided in said subparagraph, from each emergency medical service organization licensed or certified pursuant to this chapter. Any such emergency medical service organization that fails to comply with the provisions of this section shall be liable for a civil penalty not to exceed one hundred dollars per day for each failure to report the required data regarding emergency medical services provided to a patient, as determined by the

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commissioner. The civil penalties set forth in this subparagraph shall be assessed only after the department provides a written notice of deficiency and the organization is afforded the opportunity to respond to such notice. An organization shall have not more than fifteen business days after the date of receiving such notice to provide a written response to the department. The commissioner may adopt regulations, in accordance with chapter 54, concerning the development, implementation, monitoring and collection of emergency medical service system data. All state agencies licensed or certified as emergency medical service organizations shall be exempt from the civil penalties set forth in this subparagraph.

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

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

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

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filed in accordance with subparagraph (B)(iii) of this subdivision shall be deemed approved by the commissioner. For purposes of this subdivision, licensed ambulance services and paramedic intercept services shall not include emergency air transport services or mobile integrated health care programs.

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

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statement of emergency and nonemergency call volume, and, in the case of a licensed ambulance service, certified ambulance service or paramedic intercept service that is not applying for a rate increase, a written declaration by such licensed ambulance service, certified ambulance service or paramedic intercept service that no change in its currently approved maximum allowable rates will occur for the rate application year; and (iv) detailed financial and operational information filed by licensed ambulance services, certified ambulance services and paramedic intercept services to support a request for a rate increase in excess of the Medical Care Services Consumer Price Index, as published by the Bureau of Labor Statistics of the United States Department of Labor, for the prior year, shall cover the time period pertaining to the most recently completed fiscal year and the rate application year of the licensed ambulance service, certified ambulance service or paramedic intercept service.

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

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

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

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

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

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

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

(B) Establish eligibility requirements, on or before January 1, 2027, for emergency medical service personnel to receive mortgage assistance through a mortgage assistance program developed by the Connecticut Housing Finance Authority pursuant to section 72 of this act. Such eligibility requirements shall include, but need not be limited to, (i) license or certification as emergency medical service personnel by the commissioner, and (ii) current employment with a municipal or volunteer emergency medical service organization in the state for at least two years, but not more than five years, as specified by the commissioner.

Sec. 69. Subsection (d) of section 10a-77 of the 2026 supplement to the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2027*):

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

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the time such veteran is accepted for admission to said college. Said board shall also waive for any such veteran the payment of any extension fees under section 10a-26 for educational extension programs, (3) for any resident of the state (A) sixty-two years of age or older, or (B) who is a resident of a nursing home, as defined in section 19a-490, and has maintained residency at such nursing home for not less than thirty days, provided, at the end of the regular registration period, there are enrolled in the course a sufficient number of students other than those residents eligible for waivers pursuant to this subdivision to offer the course in which such resident intends to enroll and there is space available in such course after accommodating all such students, (4) for any student attending the Connecticut State Police Academy who is enrolled in a law enforcement program at said academy offered in coordination with the Connecticut State Community College which accredits courses taken in such program, (5) for any active member of the Connecticut Army or Air National Guard who (A) has been certified by the Adjutant General or such Adjutant General's designee as a member in good standing of the guard, and (B) is enrolled or accepted for admission to said college on a full-time or part-time basis in an undergraduate degree-granting program. Said board shall also waive for any such member the payment of any mandatory fees relating to such member's enrollment in said college, including, but not limited to, any extension fees under section 10a-26 for educational extension programs, (6) for any dependent child of a (A) police officer, as defined in section 7-294a, or supernumerary or auxiliary police officer, (B) firefighter, as defined in section 7-323j, or member of a volunteer fire company, (C) municipal employee, or (D) state employee, as defined in section 5-154, killed in the line of duty, (7) for any resident of the state who is a dependent child or surviving spouse of a specified terrorist victim who was a resident of this state, (8) for any dependent child of a resident of the state who was killed in a multivehicle crash at or near the intersection of Routes 44 and 10 and Nod Road in Avon on July 29, 2005, [and] (9) for any resident of the state who is a dependent child or

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surviving spouse of a person who was killed in action while performing active military duty with the armed forces of the United States on or after September 11, 2001, and who was a resident of this state, (10) for any first responder, as defined in section 65 of this act, who (A) submits a compliance certification pursuant to the provisions of section 65 of this act, and (B) is enrolled or accepted for admission to said college, and (11) for any student attending the state fire school who is enrolled in a program at said school offered in coordination with Connecticut State Community College that accredits courses taken in such program, provided tuition waivers issued pursuant to subdivisions (10) and (11) of this subsection shall be limited to two hundred eligible persons per academic year. If any person who receives a tuition waiver in accordance with the provisions of this subsection also receives educational reimbursement from an employer, such waiver shall be reduced by the amount of such educational reimbursement. Veterans and members of the National Guard described in subdivision (5) of this subsection shall be given the same status as students not receiving tuition waivers in registering for courses at the Connecticut State Community College. Notwithstanding the provisions of section 10a-30, as used in this subsection, "domiciled in this state" includes domicile for less than one year.

Sec. 70. Subsection (d) of section 10a-99 of the 2026 supplement to the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2027*):

(d) The Board of Regents for Higher Education shall waive the payment of tuition fees for undergraduate and graduate degree programs at the Connecticut State University System (1) for any dependent child of a person whom the armed forces of the United States has declared to be missing in action or to have been a prisoner of war while serving in such armed forces after January 1, 1960, which child has been accepted for admission to such institution and is a resident of

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the state at the time such child is accepted for admission to such institution, (2) subject to the provisions of subsection (e) of this section, for any veteran, as defined in section 27-103, who performed service in time of war, as defined in section 27-103, except that for purposes of this subsection, "service in time of war" shall not include time spent in attendance at a military service academy, which veteran has been accepted for admission to such institution and is domiciled in this state at the time such veteran is accepted for admission to such institution. Said board shall also waive for any such veteran the payment of any extension fees under section 10a-26 for educational extension programs, (3) for any resident of the state sixty-two years of age or older who has been accepted for admission to such institution, provided (A) such resident is enrolled in a degree-granting program, or (B) at the end of the regular registration period, there are enrolled in the course a sufficient number of students other than those residents eligible for waivers pursuant to this subdivision to offer the course in which such resident intends to enroll and there is space available in such course after accommodating all such students, (4) for any student attending the Connecticut Police Academy who is enrolled in a law enforcement program at said academy offered in coordination with [the] a university which accredits courses taken in such program, (5) for any active member of the Connecticut Army or Air National Guard who (A) has been certified by the Adjutant General or such Adjutant General's designee as a member in good standing of the guard, and (B) is enrolled or accepted for admission to such institution on a full-time or part-time basis in an undergraduate or graduate degree-granting program. Said board shall also waive for any such member the payment of any mandatory fees relating to such member's enrollment in such institution, including, but not limited to, any extension fees under section 10a-26 for educational extension programs, (6) for any dependent child of a (A) police officer, as defined in section 7-294a, or supernumerary or auxiliary police officer, (B) firefighter, as defined in section 7-323j, or member of a volunteer fire company, (C) municipal

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employee, or (D) state employee, as defined in section 5-154, killed in the line of duty, (7) for any resident of this state who is a dependent child or surviving spouse of a specified terrorist victim who was a resident of the state, (8) for any dependent child of a resident of the state who was killed in a multivehicle crash at or near the intersection of Routes 44 and 10 and Nod Road in Avon on July 29, 2005, [and] (9) for any resident of the state who is a dependent child or surviving spouse of a person who was killed in action while performing active military duty with the armed forces of the United States on or after September 11, 2001, and who was a resident of this state, (10) for any first responder, as defined in section 65 of this act, who (A) submits a compliance certification pursuant to the provisions of section 65 of this act, and (B) is enrolled or accepted for admission to such institution, and (11) for any student attending the state fire school who is enrolled in a program at said school offered in coordination with a university that accredits courses taken in such program, provided tuition waivers issued pursuant to subdivisions (10) and (11) of this subsection shall be limited to two hundred eligible persons per academic year. If any person who receives a tuition waiver in accordance with the provisions of this subsection also receives educational reimbursement from an employer, such waiver shall be reduced by the amount of such educational reimbursement. Veterans and members of the National Guard described in subdivision (5) of this subsection shall be given the same status as students not receiving tuition waivers in registering for courses at Connecticut state universities. Notwithstanding the provisions of section 10a-30, as used in this subsection, "domiciled in this state" includes domicile for less than one year.

Sec. 71. Subsection (e) of section 10a-105 of the 2026 supplement to the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2027*):

(e) Said board of trustees shall waive the payment of tuition fees for

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any undergraduate or graduate degree program at The University of Connecticut (1) for any dependent child of a person whom the armed forces of the United States has declared to be missing in action or to have been a prisoner of war while serving in such armed forces after January 1, 1960, which child has been accepted for admission to The University of Connecticut and is a resident of the state at the time such child is accepted for admission to said institution, (2) subject to the provisions of subsection (f) of this section, for any veteran, as defined in section 27-103, who performed service in time of war, as defined in section 27-103, except that for purposes of this subsection, "service in time of war" shall not include time spent in attendance at a military service academy, which veteran has been accepted for admission to said institution and is domiciled in this state at the time such veteran is accepted for admission to said institution. Said board shall also waive for any such veteran the payment of any extension fees under section 10a-26 for educational extension programs, (3) for any resident of the state sixty-two years of age or older who has been accepted for admission to said institution, provided (A) such resident is enrolled in a degree-granting program, or (B) at the end of the regular registration period, there are enrolled in the course a sufficient number of students other than those residents eligible for waivers pursuant to this subdivision to offer the course in which such resident intends to enroll and there is space available in such course after accommodating all such students, (4) for any active member of the Connecticut Army or Air National Guard who (A) has been certified by the Adjutant General or such Adjutant General's designee as a member in good standing of the guard, and (B) is enrolled or accepted for admission to said institution on a full-time or part-time basis in an undergraduate or graduate degree-granting program. Said board shall also waive for any such member the payment of any mandatory fees relating to such member's enrollment in said institution, including, but not limited to, any extension fees under section 10a-26 for educational extension programs, (5) for any dependent child of a (A) police officer, as defined in section 7-294a, or supernumerary or

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auxiliary police officer, (B) firefighter, as defined in section 7-323j, or member of a volunteer fire company, (C) municipal employee, or (D) state employee, as defined in section 5-154, killed in the line of duty, (6) for any resident of the state who is the dependent child or surviving spouse of a specified terrorist victim who was a resident of the state, (7) for any dependent child of a resident of the state who was killed in a multivehicle crash at or near the intersection of Routes 44 and 10 and Nod Road in Avon on July 29, 2005, and (8) for any resident of the state who is a dependent child or surviving spouse of a person who was killed in action while performing active military duty with the armed forces of the United States on or after September 11, 2001, and who was a resident of this state. If any person who receives a tuition waiver in accordance with the provisions of this subsection also receives educational reimbursement from an employer, such waiver shall be reduced by the amount of such educational reimbursement. Veterans and members of the National Guard described in subdivision (4) of this subsection shall be given the same status as students not receiving tuition waivers in registering for courses at The University of Connecticut. Notwithstanding the provisions of section 10a-30, as used in this subsection, "domiciled in this state" includes domicile for less than one year.

Sec. 72. (NEW) (*Effective January 1, 2027*) (a) As used in this section, "first responder" has the same meaning as provided in section 65 of this act.

(b) The Connecticut Housing Finance Authority shall develop and administer a program of mortgage assistance to first responders who submit a compliance certification pursuant to the provisions of section 65 of this act as part of the application process to receive such mortgage assistance. Such mortgage assistance shall be available to such first responder under guidelines adopted by the authority for the purchase of a home used as such first responder's principal residence in the

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community served by such first responder. In making mortgage assistance available under the program, the authority may utilize down payment assistance or any other appropriate housing subsidies. The terms of any mortgage assistance may allow the mortgagee to realize a reasonable portion of any equity gain upon sale of the mortgaged property.

Sec. 73. (*Effective from passage*) (a) There is established a task force to study issues relating to the recruitment and retention of public safety personnel. Such study shall include, but need not be limited to, an examination of the feasibility and fiscal impact of the state providing (1) tuition waivers, mortgage assistance and tax credits to correction officers and judicial marshals, (2) tuition waivers to the dependent children of police officers, uniformed members of paid or volunteer fire departments and emergency medical service personnel, (3) tuition waivers for undergraduate and graduate degree programs at The University of Connecticut to police officers, uniformed members of paid or volunteer fire departments and emergency medical service personnel, and (4) tuition vouchers to public safety personnel that can be used at any accredited institution of higher education in the state.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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submits such report or January 1, 2027, whichever is later.

Sec. 74. (*Effective from passage*) The Chief Workforce Officer shall develop a plan for the establishment of a police officer and firefighter career pipeline program that includes, but shall not be limited to: (1) A strategy to increase the number of state residents pursuing careers as police officers or firefighters, and (2) estimated funding needed to support a police officer and firefighter career pipeline program. Not later than January 1, 2027, the Chief Workforce Officer shall submit a report on the plan, in accordance with the provisions of section 11-4a of the general statutes, to the joint standing committees of the General Assembly having cognizance of matters relating to public safety and labor and public employees.

Sec. 75. Section 10-236a of the general statutes is repealed. (*Effective October 1, 2026*)

Governor's Action:  
Approved May 11, 2026