



House of Representatives

General Assembly

File No. 85

February Session, 2026

Substitute House Bill No. 5143

House of Representatives, March 19, 2026

The Committee on Aging reported through REP. GARIBAY of the 60th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

AN ACT REQUIRING TRAINING FOR HOMEMAKER-COMPANION AGENCY EMPLOYEES.

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

1 Section 1. (NEW) (*Effective from passage*) (a) (1) On and after January
2 1, 2027, each homemaker-companion agency, as defined in section 20-
3 670 of the general statutes, shall provide not less than eight paid hours
4 of:

5 (A) Initial training to each new employee not later than ninety days
6 after a new employee's start of employment, which shall include, but
7 need not be limited to, programs relating to the topics described in
8 subdivisions (2), (3) and (4) of subsection (b) of this section and, if the
9 new employee will provide services to persons with Alzheimer's disease
10 or dementia, subdivision (6) of subsection (b) of this section; and

11 (B) Annual continuing education to each employee, which shall be
12 comprised of programs on the list of approved homemaker-companion
13 agency employee training programs developed pursuant to subsection

14 (b) of this section.

15 (2) If an employee of a homemaker-companion agency has received
16 initial training in accordance with the provisions of subparagraph (A)
17 of subdivision (1) of this subsection while employed by a different
18 homemaker-companion agency within the three years preceding the
19 employee's date of hire, such training shall satisfy the initial training
20 requirements of said subparagraph, provided the employee furnishes
21 proof of such initial training by providing the form described in
22 subsection (c) of this section. A homemaker-companion agency shall
23 retain a copy of such form in the employee's personnel file as proof of
24 compliance with the initial training requirements.

25 (3) The provisions of this subsection shall not apply to (A) a nurse's
26 aide, registered pursuant to chapter 378a of the general statutes, (B) a
27 home health aide, (C) a personal care attendant, as defined in section
28 17b-706 of the general statutes, or (D) any employee of a homemaker-
29 companion agency who does not provide homemaker services or
30 companion services, as such terms are defined in section 20-670 of the
31 general statutes. For the purposes of this subdivision, "home health
32 aide" means a person who provides home health aide services, as
33 defined in section 19a-490 of the general statutes, as an employee of a
34 home health aide agency, as defined in said section.

35 (b) Not later than October 1, 2026, the Commissioner of Consumer
36 Protection, in consultation with the Commissioners of Public Health,
37 Social Services, Developmental Services and Mental Health and
38 Addiction Services, shall develop a list of approved homemaker-
39 companion agency employee training programs appropriate for use by
40 homemaker-companion agencies when providing mandatory employee
41 training pursuant to the provisions of subsection (a) of this section. The
42 list of approved homemaker-companion agency employee training
43 programs shall be limited to programs concerning (1) communication,
44 (2) maintenance of a clean and safe environment, including, but not
45 limited to, best practices relating to dressing, bathing and toileting
46 assistance, (3) identification and reporting of abuse and neglect, (4)

47 identification and reporting of changes in a homemaker-companion
 48 agency client's condition and service needs, (5) differentiation between
 49 medical and nonmedical care, (6) providing nonmedical services to a
 50 person with Alzheimer's disease or dementia, and (7) any other topic
 51 deemed appropriate by the Commissioner of Consumer Protection, in
 52 consultation with the Commissioners of Public Health, Social Services,
 53 Developmental Services and Mental Health and Addiction Services.
 54 Each homemaker-companion agency shall ensure that each employee
 55 completes every program on such list at least once every two calendar
 56 years.

57 (c) Upon completion of any employee training conducted pursuant
 58 to subsection (a) of this section, each homemaker-companion agency
 59 and employee shall complete a form, in a form and manner prescribed
 60 by the Commissioner of Consumer Protection, attesting that the
 61 employee completed such training. Such form shall include (1) the
 62 names of the homemaker-companion agency and employee, (2) the
 63 training programs completed by the employee and the date or dates of
 64 their completion, and (3) the signatures of a representative of the
 65 homemaker-companion agency and the employee.

66 (d) Not later than January 1, 2027, and annually thereafter, each
 67 homemaker-companion agency shall submit to the Department of
 68 Consumer Protection, in a form and manner prescribed by the
 69 commissioner, an attestation in which such homemaker-companion
 70 agency agrees to adhere to the training requirements described in this
 71 section. Each homemaker companion agency shall maintain a list of
 72 training programs used by such homemaker-companion agency,
 73 including content summaries of such programs, and a paper or
 74 electronic copy of all forms relating to current employees submitted
 75 pursuant to subsection (c) of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section

Statement of Legislative Commissioners:

Subsection (d) was redrafted for clarity.

AGE *Joint Favorable Subst.*

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

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 27 \$	FY 28 \$
Consumer Protection, Dept.	GF - Cost	81,606	77,606
State Comptroller - Fringe Benefits ¹	GF - Cost	30,427	30,427

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill requires the Department of Consumer Protection (DCP) to create a list of trainings for homemaker companion agency (HCA) employees and enforce the new training requirements resulting in a cost to the state. To meet the requirements of the bill DCP will need to hire one special investigator for a salary and other expenses cost of \$81,606 in FY 27 and \$77,606 in FY 28, along with corresponding fringe benefit costs of \$30,427 in FY 27 and FY 28. The special investigator is required to ensure compliance with the new trainings and to investigate complaints. There are over 1,000 HCAs in the state.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to employee wage increases and inflation.

¹The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 41.82% of payroll in FY 27.

OLR Bill Analysis**sHB 5143*****AN ACT REQUIRING TRAINING FOR HOMEMAKER-COMPANION AGENCY EMPLOYEES.*****SUMMARY**

Beginning January 1, 2027, this bill requires homemaker-companion agencies to annually provide at least eight hours of paid training to both their new and current employees, other than employees who are exempt, as described below. The training must be on certain topics (e.g., identifying abuse and best practices in personal hygiene) from a list of training programs approved by the Department of Consumer Protection (DCP) commissioner.

The bill also requires each homemaker-companion agency to annually attest to DCP, as directed by the commissioner, that it will adhere to the training requirements. The first attestation is due by January 1, 2027.

EFFECTIVE DATE: Upon passage

HOMEMAKER-COMPANION TRAININGS***DCP-Approved List of Trainings***

The bill requires the DCP commissioner, by October 1, 2026, to develop a list of approved homemaker-companion agency employee training programs, limited to the training topics listed below. In doing so, he must consult with the commissioners of public health, social services, developmental services, and mental health and addiction services.

New Hire and Continuing Education Trainings

Under the bill, new employees must take at least the following trainings within 90 days after starting work (unless they are exempt, as

described below):

1. maintaining a clean and safe environment, including best practices for dressing, bathing, and toileting assistance;
2. identifying and reporting abuse and neglect;
3. identifying and reporting changes in a client's condition and service needs; and
4. if the employee will be attending to clients with Alzheimer's disease or dementia, providing nonmedical services to them.

Employees must also take annual continuing education training (unless they are exempt, as described below), which includes the above-listed trainings as well as:

1. communication,
2. differentiating between medical and nonmedical care, and
3. any other topic the commissioners deem appropriate.

The bill requires agencies to make sure each employee takes each class at least once every two years.

Exempt Employees

The bill exempts new employees from the initial trainings if, within three years before being hired, they took them while employed by a different homemaker-companion agency. To be exempt, the employee must provide the form described below, showing he or she already completed these trainings.

The bill also exempts from the training requirements any employee who is a registered nurse's aide, a home health aide, a personal care attendant, or employed in a position (e.g., administrative) that does not provide homemaker or companion services (see BACKGROUND).

Under the bill, a home health aide is someone employed by a home

health aide agency, which generally provides supportive services, like assistance with dressing and feeding, in the patient’s home under a registered nurse’s supervision. These services exclude assisting individuals who have chronic and stable diseases or conditions.

Training Records

After an employee completes a training required under the bill, the agency and employee must complete a form attesting to this, as directed by the DCP commissioner. The form must indicate the training and the date it was completed, include the agency’s and employee’s names, and be signed by both parties.

The bill requires the agency to keep paper or electronic copies of these forms in employees’ personnel files. The agency must also keep a list of all training programs it used and a summary of their content.

BACKGROUND

Homemaker-Companion Agencies and Services

By law, a “homemaker-companion agency” is generally an organization that either employs or refers people to provide companion or homemaker services to consumers. “Homemaker services” are nonmedical and supportive services such as cooking, cleaning, and personal hygiene. “Companion services” are nonmedical, basic supervision services that ensure a healthy and safe environment for a person in his or her home.

COMMITTEE ACTION

Aging Committee

Joint Favorable Substitute
Yea 14 Nay 0 (03/05/2026)