



House of Representatives

File No. 734

General Assembly

February Session, 2026

(Reprint of File No. 85)

Substitute House Bill No. 5143
As Amended by House Amendment
Schedule "A"

Approved by the Legislative Commissioner
April 28, 2026

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. The
54 Commissioner of Consumer Protection shall publish the list of
55 approved homemaker-companion agency employee training programs
56 on the Department of Consumer Protection's Internet web site. Each
57 homemaker-companion agency shall ensure that each employee
58 completes every program on such list at least once every two calendar
59 years.

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

69 (d) Each registry, as defined in section 20-670 of the general statutes,
70 shall ensure that each individual such registry supplies or refers to or
71 places with a consumer for the purpose of enabling such individual to
72 provide to the consumer companion services or homemaker services, as
73 such terms are defined in section 20-670 of the general statutes, complies
74 with the training requirements set forth in subsection (b) of this section
75 before supplying or referring such individual to or placing such
76 individual with a consumer.

77 (e) Not later than January 1, 2027, and annually thereafter, each
78 homemaker-companion agency shall submit to the Department of

79 Consumer Protection, in a form and manner prescribed by the
80 commissioner, an attestation in which such homemaker-companion
81 agency agrees to adhere to the training requirements described in this
82 section. Each homemaker-companion agency shall maintain a list of
83 training programs used by such homemaker-companion agency,
84 including content summaries of such programs, and a paper or
85 electronic copy of all forms relating to current employees submitted
86 pursuant to subsection (c) of this section.

87 Sec. 2. Subsection (g) of section 20-677 of the general statutes is
88 repealed and the following is substituted in lieu thereof (*Effective January*
89 *1, 2027*):

90 (g) (1) A homemaker-companion agency may include in its business
91 name and advertising the term "care" if such term is used in reference to
92 such agency's provision of homemaker services, provided, on and after
93 October 1, 2023, any such advertising [(1)] (A) shall prominently and
94 clearly display in plain font with distinctly contrasting colors at the top
95 of such advertising, including, but not limited to, each page of the
96 agency's Internet web site, social media posts, print media and audio-
97 visual advertisements, the clear and conspicuous words: "(Insert name
98 of homemaker-companion agency) solely provides nonmedical care.",
99 or, if such advertising is an audio advertisement, such words shall be
100 audibly conveyed at the same speed and manner as the rest of such
101 audio advertisement, and [(2)] (B) shall not include any words that
102 indicate or suggest that such agency provides any services beyond the
103 scope of services authorized under this chapter, including, but not
104 limited to, words relating to medical or health care licensure or services.

105 (2) A homemaker-companion agency may include in its advertising
106 (A) words that accurately describe, as determined by the commissioner,
107 that such agency has employees who are trained to provide homemaker
108 services to individuals experiencing memory difficulties, provided the
109 agency details the type of training and number of hours each employee
110 was trained to provide such services, or (B) a statement that such agency
111 complies with all state training requirements relating to homemaker-

112 companion agencies, which may include references to specific
113 homemaker-companion agency employee training program topics as
114 described in subsection (b) of section 1 of this act. A violation of the
115 provisions of this subsection shall constitute untruthful or misleading
116 advertising for the purposes of subsection (a) of section 20-675.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section
Sec. 2	<i>January 1, 2027</i>	20-677(g)

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.

House "A" strikes the underlying bill and its associated fiscal impact resulting in the impact described above.

The Out Years

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

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.

inflation.

OLR Bill Analysis**sHB 5143 (as amended by House "A")******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 (such as 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 requires each homemaker-companion agency to attest to DCP, by January 1, 2027, and as the commissioner directs, that it will adhere to the training requirements. It also allows them to advertise that they comply with state-mandated training requirements and include specific topics that are covered.

Additionally, the bill requires each homemaker-companion registry (see BACKGROUND) to ensure that anyone it refers or supplies to, or places with, a consumer has completed every training at least once every two years.

* House Amendment "A" adds the (1) requirements that (a) DCP post a list of approved training programs on its website and (b) registries ensure individuals meet training requirements and (2) provision allowing agencies to advertise compliance with training requirements.

EFFECTIVE DATE: Upon passage, except the provision allowing agencies to advertise training requirement compliance is effective

January 1, 2027.

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 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. DCP must post the list on its website.

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 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 (administrative, for example) 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 people who have chronic and stable diseases or conditions.

Training Records

After an employee completes a training required by 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, Registries, 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. “Registries” supply, refer, or place an independent contractor with a consumer, who directly pays the contractor, to provide these services.

“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 (CGS §§ 20-670 & -679a).

COMMITTEE ACTION

Aging Committee

Joint Favorable Substitute

Yea 14 Nay 0 (03/05/2026)

Appropriations Committee

Joint Favorable

Yea 37 Nay 12 (04/14/2026)