



# House of Representatives

General Assembly

**File No. 199**

February Session, 2026

House Bill No. 5386

*House of Representatives, March 26, 2026*

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

## ***AN ACT REQUIRING PAYCHECK TRANSPARENCY.***

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

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 Section 31-13a of the general statutes is repealed and the  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

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

14 (b) If the record of hours is furnished electronically pursuant to  
15 subsection (a) of this section, the employer shall provide a means for

16 each employee to securely, privately and conveniently access and print  
17 such record. The employer shall incorporate reasonable safeguards  
18 regarding any information contained in the record furnished  
19 electronically pursuant to subsection (a) of this section to protect the  
20 confidentiality of an employee's personal information.

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

25 (2) Each employer shall create a guide for pay codes for overtime and  
26 any pay differentials, including, but not limited to, shift differentials,  
27 on-call pay, hazard pay, call-back pay, holiday or weekend pay or  
28 geographical pay differentials used by the employer in such records  
29 furnished pursuant to subsection (a) of this section. Each such guide  
30 shall be posted on the employer's Internet web site in English, Spanish  
31 and the other most common languages spoken by employees of the  
32 employer and include contact information of the designated office or  
33 individual who will handle employee disputes regarding calculations of  
34 hours and pay differentials. An employer shall update such guide each  
35 time a new pay code is used for overtime or any pay differentials is  
36 added by the employer.

37 (3) An employer shall (A) provide the Internet web site address to  
38 such guide required pursuant to subdivision (2) of this subsection to an  
39 employee upon hire, and (B) include the Internet web site address to  
40 such guide on each record of hours furnished to an employee pursuant  
41 to subsection (a) of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2026	31-13a

**LAB**      *Joint Favorable*

*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 \$
Labor Dept.	GF - Potential Revenue Gain	See Below	See Below

Note: GF=General Fund e

**Municipal Impact:** None

**Explanation**

The bill, which requires employers with at least 50 employees to create a guide for pay codes used, results in a potential revenue gain to the Department of Labor to the extent violations are found and penalties are paid. Per CGS 31-69a, the penalty is \$300 per each violation.

**The Out Years**

The annualized ongoing fiscal impact identified above would continue into the future subject to the number of violations and penalties paid.

**OLR Bill Analysis****HB 5386*****AN ACT REQUIRING PAYCHECK TRANSPARENCY.*****SUMMARY**

This bill requires employers with 50 or more employees (including the state and municipalities) to create a guide for their employees on the pay codes that the employer uses for overtime and pay differentials.

The bill requires employers to post the guide on their website in English, Spanish, and the most common other languages spoken by their employees. The guide must (1) explain the codes used for overtime and any pay differentials (for example, shift differentials, on-call pay, hazard pay, call-back pay, holiday or weekend pay, or geographic pay differentials) and (2) include contact information for the designated office or person who will handle employee disputes about calculations of hours and pay differentials.

Under the bill, employers must update the guide each time a new pay code is added for overtime or a pay differential. They must also (1) include a link to the guide on each record of hours given to an employee and (2) give new employees a link to the guide upon hire.

EFFECTIVE DATE: October 1, 2026

**BACKGROUND*****Related Bill***

sHB 5003 (sec. 50), favorably reported by the Labor and Public Employees Committee, contains similar provisions requiring creation and posting of pay code guides.

**COMMITTEE ACTION**

---

Labor and Public Employees Committee

Joint Favorable

Yea 9      Nay 4      (03/12/2026)