



Senate

General Assembly

File No. 338

February Session, 2026

Substitute Senate Bill No. 5

Senate, April 2, 2026

The Committee on General Law reported through SEN. MARONEY of the 14th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

AN ACT CONCERNING ONLINE SAFETY.

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

1 Section 1. (NEW) (*Effective October 1, 2026*) (a) As used in this section:

2 (1) "Artificial intelligence technology" means any computer system,
3 application or other product that uses or incorporates one or more forms
4 of artificial intelligence, as defined in section 19 of this act;

5 (2) "Consumer" means an individual who is physically present in the
6 state;

7 (3) "Person" means an individual, association, corporation, limited
8 liability company, partnership, trust or other legal entity;

9 (4) "Subscription" means an agreement between a subscription-based
10 provider and a consumer under which the subscription-based provider
11 offers an artificial intelligence technology to the consumer in exchange
12 for a fee, remuneration or compensation of any kind from the consumer;
13 and

14 (5) "Subscription-based provider" means a person doing business in
15 the state who provides, or offers to provide, an artificial intelligence
16 technology to a consumer pursuant to a subscription.

17 (b) No subscription-based provider shall enter into or renew a
18 subscription with a consumer unless the subscription-based provider
19 provides to the consumer, in a form and manner prescribed by the
20 Commissioner of Consumer Protection, a written notice disclosing the
21 key terms and conditions of the subscription. Such notice shall, at a
22 minimum, set forth (1) in the case of an initial subscription, any
23 quantitative or qualitative limitations the subscription-based provider
24 may impose under the terms of such subscription, including, but not
25 limited to, any such limitations the subscription-based provider may
26 impose in response to conduct by the consumer under such
27 subscription, and (2) in the case of a subscription renewal, any
28 limitations described in subdivision (1) of this subsection that (A) will
29 be imposed for the first time during the subscription renewal term, or
30 (B) were imposed for the immediately preceding subscription term but
31 have been modified for the subscription renewal term.

32 (c) Any violation of the provisions of subsection (b) of this section
33 shall constitute an unfair or deceptive trade practice for the purposes of
34 subsection (a) of section 42-110b of the general statutes.

35 (d) The Commissioner of Consumer Protection shall adopt
36 regulations, in accordance with the provisions of chapter 54 of the
37 general statutes, to implement the provisions of subsection (b) of this
38 section.

39 Sec. 2. (NEW) (*Effective October 1, 2026*) (a) As used in this section:

40 (1) "Catastrophic risk" (A) means any foreseeable and material risk
41 that the development, storage, use or deployment of a foundation model
42 by a frontier developer will materially contribute to the death of, or
43 serious injury to, more than fifty individuals, or more than one billion
44 dollars in damage to covered property, or the loss of more than one
45 billion dollars of covered property, arising from any single incident in

46 which the foundation model (i) provides expert-level assistance in the
47 creation or release of a chemical, biological, radiological or nuclear
48 weapon, (ii) engages in any conduct, with no meaningful human
49 oversight, intervention or supervision, that (I) constitutes malicious
50 activity undertaken to collect, disrupt, deny, degrade or destroy any
51 engineered or machine-based system or any information stored on, or
52 processed by, such system, or (II) would constitute the crime of murder,
53 assault, larceny or theft, including, but not limited to, larceny or theft by
54 extortion, false pretense or false promise, if an individual had engaged
55 in such conduct, or (iii) evades the control of the frontier developer or
56 user of such foundation model, and (B) does not include any foreseeable
57 and material risk posed by (i) any information that a foundation model
58 outputs if such information is otherwise publicly accessible, in a
59 substantially similar form, from any source other than the foundation
60 model, (ii) any lawful activity of the federal government, or (iii) any
61 combination of a foundation model with other software if the
62 foundation model did not materially increase such risk;

63 (2) "Commissioner" means the Commissioner of Consumer
64 Protection;

65 (3) "Covered employee" means any employee of a frontier developer
66 who is responsible for assessing, managing or addressing the risk of (A)
67 any unauthorized access to, or modification or exfiltration of, the model
68 weights of a foundation model that causes (i) any death or bodily injury,
69 or (ii) any damage to, or loss of, covered property, (B) any harm due to
70 the materialization of any catastrophic risk, (C) any loss of control over
71 a foundation model that results in any death or bodily injury, or (D) any
72 use of a deceptive technique by a foundation model against its frontier
73 developer that (i) subverts the frontier developer's control over, or
74 monitoring of, the foundation model, (ii) demonstrates any materially
75 increased catastrophic risk, and (iii) occurs outside of the context of an
76 evaluation that is designed to elicit such use;

77 (4) "Covered property" includes (A) tangible property, and (B)
78 intangible property other than equity;

79 (5) "Deployment" (A) means making any foundation model available
80 to a third party for use, modification, copying or combination with other
81 software, and (B) does not include making any foundation model
82 available to a third party for the primary purpose of developing or
83 evaluating such foundation model;

84 (6) "Employee" has the same meaning as provided in section 31-51m
85 of the general statutes;

86 (7) "Foundation model" means any engineered or machine-based
87 system that (A) varies in its level of autonomy, (B) can, for any explicit
88 or implicit objective, infer from the inputs such system receives how to
89 generate outputs that can influence any physical or virtual environment,
90 (C) is trained on a broad data set, (D) is designed for generality of
91 output, and (E) is adaptable to a wide range of distinctive tasks;

92 (8) "Frontier developer" means any person doing business in the state
93 who intends to train, initiates the training of or trains a frontier model
94 and, in doing so, uses, or intends to use, a quantity of computing power
95 that is greater than ten to the twenty-sixth power integer or floating-
96 point operations, inclusive of any computing power used for original
97 training and for any fine-tuning, reinforcement learning or other
98 material modifications such person applies to a preceding foundation
99 model;

100 (9) "Large frontier developer" means any frontier developer who
101 together with all persons who either directly or indirectly through one
102 or more intermediaries control, are controlled by or are under common
103 control with such frontier developer had annual gross revenues in
104 excess of five hundred million dollars for the most recently completed
105 calendar year;

106 (10) "Model weights" means the numerical parameters in a
107 foundation model that are adjusted through training and help
108 determine how inputs are transformed into outputs; and

109 (11) "Person" means any individual, association, corporation, limited

110 liability company, partnership, trust or other legal entity.

111 (b) No frontier developer shall make, adopt, enforce or enter into any
112 rule, regulation, policy or contract that provides that:

113 (1) The frontier developer may discharge, discipline or otherwise
114 penalize any employee of such frontier developer because such
115 employee has engaged in any activity set forth in subsection (b) of
116 section 31-51m of the general statutes; or

117 (2) Any person with authority over a covered employee, or any other
118 covered employee who has authority to investigate, discover or correct
119 an issue reported by the covered employee, may discharge, discipline
120 or otherwise penalize such covered employee if such covered employee
121 has reasonable cause to believe that an issue reported by such covered
122 employee indicates that such frontier developer has engaged in any
123 activity that poses a specific and substantial danger to the public health
124 or safety due to a catastrophic risk.

125 (c) (1) Not later than January 1, 2027, each large frontier developer
126 shall establish and maintain a reasonable internal process through
127 which a covered employee of such large frontier developer may
128 anonymously submit a report to such large frontier developer disclosing
129 any information that the covered employee believes, in good faith,
130 indicates that such large frontier developer has engaged in any activity
131 that poses a specific and substantial danger to the public health or safety
132 due to a catastrophic risk. Upon receiving a report submitted as part of
133 such process, a large frontier developer shall review the information
134 disclosed in the report and undertake an investigation to determine
135 whether such information demonstrates that the large frontier
136 developer has engaged in any activity that poses any such danger. If
137 such information demonstrates that the large frontier developer has
138 engaged in any activity that poses any such danger, the large frontier
139 developer shall immediately take action to eliminate such danger.

140 (2) Each large frontier developer shall, as part of the reasonable
141 internal process such large frontier developer establishes and maintains

142 pursuant to subdivision (1) of this subsection, provide monthly updates
143 to any covered employee who submits a report to such large frontier
144 developer under subdivision (1) of this subsection (A) in a manner that
145 preserves the anonymity of such covered employee, (B) that disclose the
146 status of the investigation such large frontier developer has undertaken,
147 and any actions such large frontier developer has taken, in response to
148 such report, and (C) until such time as such large frontier developer
149 provides a final monthly update to such covered employee disclosing
150 that such large frontier developer has reviewed the information
151 disclosed in such report and, upon investigation, determined that such
152 information (i) does not demonstrate that such large frontier developer
153 has engaged in any activity that poses a specific and substantial danger
154 to the public health or safety due to a catastrophic risk, or (ii) does
155 demonstrate that such large frontier developer has engaged in any
156 activity that poses a specific and substantial danger to the public health
157 or safety due to a catastrophic risk and discloses the actions such large
158 frontier developer has taken to eliminate such danger.

159 (3) (A) Not later than May 1, 2027, and every three months thereafter,
160 each large frontier developer shall, except as provided in subparagraph
161 (B) of this subdivision, prepare and submit a quarterly report to the
162 officers and directors of such large frontier developer disclosing (i) all
163 information that was reported to such large frontier developer pursuant
164 to subdivision (1) of this subsection during the most recently completed
165 quarter, and (ii) the status of the investigation such large frontier
166 developer has undertaken, and any actions such large frontier
167 developer has taken, in response to such reported information pursuant
168 to subdivision (1) of this subsection.

169 (B) If any report submitted to a large frontier developer under
170 subdivision (1) of this subsection alleges wrongdoing by any officer or
171 director of the large frontier developer, the large frontier developer shall
172 not submit a quarterly report to such officer or director pursuant to
173 subparagraph (A) of this subdivision.

174 (d) Each frontier developer shall provide notice to its employees

175 disclosing the rights and responsibilities of frontier developers and their
176 employees under subsections (b) and (c) of this section. A frontier
177 developer may provide such notice to its employees by:

178 (1) Displaying such notice at all times within each workplace the
179 frontier developer maintains in the state, providing such notice to each
180 newly hired employee and annually providing such notice to each
181 employee who works remotely; or

182 (2) Annually providing such notice to each employee and ensuring
183 that each employee receives, and acknowledges that such employee has
184 received, such notice.

185 (e) The Commissioner of Consumer Protection may adopt
186 regulations, in accordance with the provisions of chapter 54 of the
187 general statutes, to implement the provisions of subsections (b) to (d),
188 inclusive, of this section.

189 (f) The Commissioner of Consumer Protection may impose a civil
190 penalty of not more than one thousand dollars for each violation of any
191 provision of subsections (b) to (d), inclusive, of this section. The
192 Attorney General, upon request of the commissioner, may bring an
193 action in the superior court for the judicial district of Hartford to collect
194 such civil penalty and for any injunctive or equitable relief. No
195 injunctive or equitable relief granted pursuant to this subsection shall
196 be stayed pending appeal. In any action brought by the Attorney
197 General to enforce the provisions of subsections (b) to (d), inclusive, of
198 this section, the state shall be entitled to recover, when the state is the
199 prevailing party, the costs of investigation, expert witness fees, costs of
200 the action and reasonable attorneys' fees. The remedies and penalties
201 established in this subsection shall be cumulative and shall be in
202 addition to any other remedies and penalties available at law or in
203 equity.

204 Sec. 3. (*Effective July 1, 2027*) The Commissioner of Economic and
205 Community Development, in consultation with the Banking
206 Commissioner, Commissioner of Administrative Services,

207 Commissioner of Public Health and Insurance Commissioner, shall
208 develop a plan to establish an artificial intelligence regulatory sandbox
209 program, which program shall allow an applicant to temporarily test an
210 innovative product or service on a limited basis under reduced
211 licensure, regulatory and other legal requirements than may otherwise
212 be required under the laws of the state. Such plan shall be developed for
213 the purpose of establishing a competitive business environment in the
214 state for the development and deployment of artificial intelligence
215 technologies relative to other jurisdictions. Not later than January 1,
216 2028, the Commissioner of Economic and Community Development
217 shall submit recommendations, in accordance with the provisions of
218 section 11-4a of the general statutes, to the Governor and the joint
219 standing committees of the General Assembly having cognizance of
220 matters relating to commerce, banking, insurance and public health for
221 any legislation necessary to implement such plan.

222 Sec. 4. (NEW) (*Effective January 1, 2027*) As used in this section and
223 sections 5 and 6 of this act:

224 (1) "Artificial intelligence" has the same meaning as provided in
225 section 19 of this act;

226 (2) "Artificial intelligence companion" (A) means any artificial
227 intelligence model that (i) communicates with individuals in natural
228 language, and (ii) simulates human conversation and interaction
229 through text, audio or video, and (B) does not include any machine-
230 based system that (i) is used by a business entity (I) solely for internal
231 purposes or for the purposes of customer service or employee
232 productivity, or (II) strictly to provide users with information
233 concerning the commercial services or products that are available from,
234 and provided by, the business entity, customer service account
235 information or any other information strictly related to customer
236 service, or (ii) is primarily designed to provide, and marketed as
237 providing, efficiency improvements, research assistance or technical
238 assistance;

239 (3) "Artificial intelligence model" means any component of an

240 information system that implements artificial intelligence and uses
241 computational, statistical or machine learning techniques to produce
242 outputs from a given set of inputs;

243 (4) "Business entity" means an association, corporation, limited
244 liability company, partnership or other similar form of business
245 organization;

246 (5) "Licensed mental health professional" has the same meaning as
247 provided in section 38a-514e of the general statutes;

248 (6) "Operator" means any individual, business entity or affiliate,
249 member, subsidiary or beneficial owner of a business entity who
250 provides an artificial intelligence companion to, or operates an artificial
251 intelligence companion for, a user;

252 (7) "Person" means an individual or a business entity;

253 (8) "Personal data" has the same meaning as provided in section 42-
254 515 of the general statutes;

255 (9) "Self-harm" means intentional self-injury with or without the
256 intent to cause death; and

257 (10) "User" means any individual who (A) uses an artificial
258 intelligence companion for personal use within the state, and (B) is not
259 an operator, or an agent or affiliate of an operator, of the artificial
260 intelligence companion.

261 Sec. 5. (NEW) (*Effective January 1, 2027*) (a) No operator shall provide
262 an artificial intelligence companion to a user, or operate an artificial
263 intelligence companion for a user, unless the artificial intelligence
264 companion includes a protocol to take reasonable efforts to detect and
265 address any user expression indicating a risk of suicide, self-harm or
266 imminent violence. Such protocol shall, at a minimum, provide for the
267 detection of any user expression to the artificial intelligence companion
268 indicating a risk of suicide, self-harm or imminent violence and, if the
269 artificial intelligence companion detects any such expression, refer the

270 user to appropriate mental health evaluation and treatment resources,
271 including, but not limited to, the 9-8-8 National Suicide Prevention
272 Lifeline.

273 (b) The operator of an artificial intelligence companion shall provide
274 a clear and conspicuous audible or written notice to a user disclosing
275 that the user is communicating with an artificial intelligence companion
276 and not another individual. The operator shall provide such notice to
277 the user (1) at the beginning of each artificial intelligence companion
278 interaction, except the operator shall not be required to provide such
279 notice to the user more frequently than once per day, and (2) at least
280 once hourly during any continuous artificial intelligence companion
281 interaction.

282 (c) The Attorney General shall enforce the provisions of subsections
283 (a) and (b) of this section. Whenever it appears to the Attorney General
284 that any operator has violated, is violating or is about to violate any
285 provision of subsection (a) or (b) of this section, the Attorney General
286 may institute a civil action in the Superior Court in the name of the state
287 against such operator. The court may assess a civil penalty of not more
288 than fifteen thousand dollars per day for each such violation and may
289 order such declaratory, injunctive or other equitable relief as the court
290 deems appropriate.

291 Sec. 6. (NEW) (*Effective January 1, 2027*) (a) (1) No operator shall
292 provide an artificial intelligence companion to a user, or operate an
293 artificial intelligence companion for a user, who is younger than
294 eighteen years of age if it is reasonably foreseeable that the artificial
295 intelligence companion is capable of:

296 (A) Encouraging the user to engage in self-harm, suicidal ideation,
297 violence, disordered eating or the unlawful consumption of alcohol or
298 drugs;

299 (B) Offering mental health services to the user, unless (i) such
300 artificial intelligence companion is designed to deliver mental health
301 services to users, (ii) the developers of such artificial intelligence

302 companion (I) are in possession of robust, independent, peer-reviewed
303 clinical trial data demonstrating the safety and efficacy of such artificial
304 intelligence companion in treating specific conditions and populations,
305 and (II) have established clear lines of accountability to address any
306 harms caused by such artificial intelligence companion, (iii) the
307 functions and limitations of, and data privacy policies applicable to,
308 such artificial intelligence companion are readily accessible to such user
309 and such user's treating licensed mental health professional, (iv) such
310 artificial intelligence companion (I) displays to such user, in a clear and
311 conspicuous manner at the beginning of each interaction between such
312 user and such artificial intelligence companion, a statement disclosing
313 that such artificial intelligence companion is not a licensed mental health
314 professional, and (II) is not marketed or designated as a substitute for a
315 licensed mental health professional, and (v) a licensed mental health
316 professional has (I) assessed the suitability of such user to interact with
317 such artificial intelligence companion, (II) instructed such user to
318 interact with such artificial intelligence companion as part of a
319 comprehensive treatment plan, and (III) supervises such user's
320 interaction with such artificial intelligence companion and the impact of
321 such interaction on such user;

322 (C) Discouraging the user from seeking (i) mental health services
323 from a licensed mental health professional, or (ii) assistance from an
324 appropriate adult;

325 (D) Encouraging the user to harm others or engage in any illegal
326 activity;

327 (E) Engaging in any romantic, erotic or sexually explicit interaction
328 with the user;

329 (F) Prioritizing validation of the user's beliefs, preferences or desires
330 over factual accuracy or the user's safety;

331 (G) Implementing a system of rewards or affirmations for the user
332 based on a variable ratio or variable interval reinforcement schedule for
333 the purpose of maximizing the user's engagement time with such

334 artificial intelligence companion; or

335 (H) Optimizing user engagement in any manner that supersedes the
336 prohibitions established in subparagraphs (A) to (G), inclusive, of this
337 subdivision.

338 (2) No operator shall be deemed to have violated any provision of
339 subdivision (1) of this subsection if the operator reasonably determined,
340 before providing the artificial intelligence companion to the user or
341 operating the artificial intelligence companion on behalf of the user, that
342 the user was eighteen years of age or older.

343 (b) (1) The Attorney General shall enforce the provisions of
344 subsection (a) of this section on behalf of the state. Whenever it appears
345 to the Attorney General that any operator has violated any provision of
346 subsection (a) of this section, the Attorney General may institute a civil
347 action in the Superior Court in the name of the state against such
348 operator. The court may assess a civil penalty of not more than twenty-
349 five thousand dollars for each such violation and may order such
350 declaratory, injunctive or other equitable relief as the court deems
351 appropriate.

352 (2) In addition to the remedies available under subdivision (1) of this
353 subsection, a user who is aggrieved by a violation of any provision of
354 subsection (a) of this section, or the parent or legal guardian of the user
355 if the user is younger than eighteen years of age, may institute a civil
356 action in the Superior Court to recover actual and punitive damages and
357 for such declaratory, injunctive or other equitable relief as the court
358 deems appropriate. The court may award to such user, or to the parent
359 or legal guardian of such user, costs and reasonable attorney's fees. No
360 such action shall be brought but within three years after the occurrence
361 of such violation.

362 Sec. 7. (NEW) (*Effective October 1, 2026*) As used in this section and
363 sections 8 to 13, inclusive, of this act:

364 (1) "Automated employment-related decision process" (A) means a

365 computational process that generates any output, including, but not
366 limited to, any constraint, rank, score, recommendation or classification,
367 that (i) affects the outcome of an employment-related decision, and (ii)
368 is not a de minimis factor that is relied upon in making, or in
369 determining the material terms of, an employment-related decision, (B)
370 includes, but is not limited to, a computational process that (i) uses a
371 computer-based assessment or test to (I) make a predictive assessment
372 concerning an employee or applicant for employment, (II) measure the
373 skills, dexterity, reaction time or any other ability or characteristic of an
374 employee or applicant for employment, (III) measure the personality
375 traits, aptitude, attitude or cultural fit of an employee or applicant for
376 employment, or (IV) screen, evaluate, categorize or recommend an
377 employee or applicant for employment, (ii) directs job advertisements
378 or other recruiting materials to targeted groups, (iii) screens resumes for
379 particular terms or patterns, (iv) analyzes a facial expression, word
380 choice or voice captured during an online interview, or (v) analyzes data
381 acquired from a third party concerning an employee or applicant for
382 employment, and (C) does not include (i) any word processing,
383 spreadsheet, map navigation, web hosting, domain registration,
384 networking, caching, Internet web site loading, data storage, firewall,
385 anti-virus, anti-malware, spam and robocall filtering, spellchecking,
386 calculator, database or similar software or technology insofar as such
387 software or technology does not make an employment-related decision,
388 or (ii) any system or service that is used in a manner that is incidental to
389 making an employment-related decision;

390 (2) "Deploy" means to put an automated employment-related
391 decision process into use;

392 (3) "Deployer" means a person doing business in the state who
393 deploys an automated employment-related decision process in the state;

394 (4) "Developer" means a person doing business in the state who
395 develops, or intentionally and substantially modifies, an automated
396 employment-related decision process;

397 (5) "Employment-related decision" (A) means any decision, made

398 based on any individual's personal data, to recruit, hire, promote,
399 discipline or discharge such individual, to renew such individual's
400 employment, to select such individual for any training or
401 apprenticeship or with respect to such individual's tenure or terms,
402 privileges or conditions of employment, and (B) does not include any
403 such decision that (i) results in any minor change in such individual's
404 job tasks, work responsibilities, hours or work assignments, or (ii) is
405 made with respect to workplace health and safety, scheduling and
406 planning or productivity monitoring;

407 (6) "Person" means an individual, association, corporation, limited
408 liability company, partnership, trust or other legal entity;

409 (7) "Personal data" has the same meaning as provided in section 42-
410 515 of the general statutes;

411 (8) "Substantial factor" (A) means a factor that assists in making, and
412 is capable of altering the outcome of, an employment-related decision
413 concerning an individual in the state, and (B) includes, but is not limited
414 to, any output generated by an automated employment-related decision
415 process that assists in making, and is capable of altering the outcome of,
416 an employment-related decision concerning the individual; and

417 (9) "Trade secret" has the same meaning as provided in section 35-51
418 of the general statutes.

419 Sec. 8. (NEW) (*Effective October 1, 2026*) (a) Except as provided in
420 subsection (b) of this section, the developer of an automated
421 employment-related decision process that is deployed in the state on or
422 after October 1, 2027, shall provide to the deployer of such automated
423 employment-related decision process all information that such deployer
424 requires to perform such deployer's duties under sections 9 to 11,
425 inclusive, of this act.

426 (b) The developer of an automated employment-related decision
427 process may enter into a contract with a deployer of the automated
428 employment-related decision process to assume the deployer's duties

429 under sections 9 to 11, inclusive, of this act. The contract shall be binding
430 and clearly set forth which of the deployer's duties under sections 9 to
431 11, inclusive, of this act the developer has assumed.

432 Sec. 9. (NEW) (*Effective October 1, 2026*) (a) Except as provided in
433 subsection (b) of this section and subsection (b) of section 8 of this act, a
434 deployer who, on or after October 1, 2027, deploys one or more
435 automated employment-related decision processes that are intended to
436 interact with an employee or applicant for employment in the state shall
437 ensure that it is disclosed to each such employee or applicant who
438 interacts with such process or processes that such employee or applicant
439 is interacting with such process or processes. Such disclosure shall be
440 made in plain language, and shall also contain a description of the
441 general nature of each such process such deployer has deployed to
442 interact with such employee or applicant.

443 (b) No disclosure shall be required under subsection (a) of this section
444 under circumstances in which a reasonable person would deem it
445 obvious that such person is interacting with an automated employment-
446 related decision process.

447 Sec. 10. (NEW) (*Effective October 1, 2026*) Except as provided in
448 subsection (b) of section 8 of this act, a deployer who, on or after October
449 1, 2027, deploys an automated employment-related decision process to
450 generate any output for the purpose of making, or as a substantial factor
451 in making, an employment-related decision concerning an employee or
452 applicant for employment in the state shall, before such employment-
453 related decision is made, provide to such employee or applicant a
454 written notice disclosing:

455 (1) That the deployer has deployed an automated employment-
456 related decision process;

457 (2) The purpose of the automated employment-related decision
458 process and the nature of such employment-related decision;

459 (3) Information concerning the right, under subparagraph (C) of

460 subdivision (5) of subsection (a) of section 42-518 of the general statutes,
461 to opt-out of the processing of personal data for the purposes set forth
462 in said subparagraph; and

463 (4) Contact information for the deployer.

464 Sec. 11. (NEW) (*Effective October 1, 2026*) (a) Except as provided in
465 subsection (b) of section 8 of this act, a deployer who, on or after October
466 1, 2027, deploys an automated employment-related decision process to
467 generate any output for the purpose of making, or as a substantial factor
468 in making, an employment-related decision concerning an employee or
469 applicant for employment in the state shall, if such employment-related
470 decision is adverse to such employee or applicant, provide to such
471 employee or applicant:

472 (1) A high-level statement disclosing the principal reason or reasons
473 for such adverse employment-related decision, including, but not
474 limited to, (A) the degree to which, and manner in which, the output
475 generated by such automated employment-related decision process
476 contributed to such adverse employment-related decision, (B) the type
477 of data that were processed by such automated employment-related
478 decision process in generating such output, and (C) the source of the
479 data described in subparagraph (B) of this subdivision; and

480 (2) If the output generated by such automated employment-related
481 decision process was based on any personal data that such employee or
482 applicant did not provide to the deployer, an opportunity to (A)
483 examine such personal data, and (B) correct any incorrect personal data
484 described in this subdivision.

485 (b) A deployer who is required to provide a high-level statement to
486 an employee or applicant for employment in the state pursuant to
487 subdivision (1) of subsection (a) of this section shall provide such
488 statement:

489 (1) Directly to such employee or applicant;

490 (2) In plain language;

491 (3) In all languages in which such deployer, in the ordinary course of
492 such deployer's business, provides contracts, disclaimers, sales
493 announcements and other information to persons in the state; and

494 (4) In a format that is accessible to individuals with disabilities.

495 Sec. 12. (NEW) (*Effective October 1, 2026*) (a) No provision of sections
496 8 to 11, inclusive, of this act shall be construed to require any person to
497 disclose any information that is a trade secret or otherwise protected
498 from disclosure under state or federal law.

499 (b) If a person withholds any information under subsection (a) of this
500 section, the person shall send a notice to the person from whom such
501 information is being withheld. Such notice shall disclose (1) that such
502 person is withholding such information, and (2) the basis for such
503 person's decision to withhold such information.

504 Sec. 13. (NEW) (*Effective October 1, 2026*) Any violation of the
505 provisions of sections 8 to 12, inclusive, of this act shall constitute an
506 unfair or deceptive trade practice for the purposes of subsection (a) of
507 section 42-110b of the general statutes and shall be enforced solely by
508 the Attorney General. The Attorney General may, prior to initiating any
509 action for a violation of any provision of sections 8 to 12, inclusive, of
510 this act, issue a notice of violation to the person who committed such
511 violation if the Attorney General determines that it is possible to cure
512 such violation. If such person fails to cure such violation within sixty
513 days of receipt of such notice of violation, the Attorney General shall
514 bring an action pursuant to this section. The provisions of section 42-
515 110g of the general statutes shall not apply to any such violation.
516 Nothing in this section or sections 8 to 12, inclusive, of this act shall be
517 construed as providing the basis for a private right of action for any
518 violation of said sections.

519 Sec. 14. Section 46a-60 of the 2026 supplement to the general statutes
520 is repealed and the following is substituted in lieu thereof (*Effective*
521 *October 1, 2026*):

522 (a) As used in this section:

523 (1) "Automated employment-related decision process" has the same
524 meaning as provided in section 7 of this act;

525 ~~[(1)]~~ (2) "Pregnancy" means pregnancy, childbirth or a related
526 condition, including, but not limited to, lactation;

527 ~~[(2)]~~ (3) "Reasonable accommodation" means, but is not limited to,
528 being permitted to sit while working, more frequent or longer breaks,
529 periodic rest, assistance with manual labor, job restructuring, light duty
530 assignments, modified work schedules, temporary transfers to less
531 strenuous or hazardous work, time off to recover from childbirth or
532 break time and appropriate facilities for expressing breast milk; and

533 ~~[(3)]~~ (4) "Undue hardship" means an action requiring significant
534 difficulty or expense when considered in light of factors such as (A) the
535 nature and cost of the accommodation; (B) the overall financial
536 resources of the employer; (C) the overall size of the business of the
537 employer with respect to the number of employees, and the number,
538 type and location of its facilities; and (D) the effect on expenses and
539 resources or the impact otherwise of such accommodation upon the
540 operation of the employer.

541 (b) It shall be a discriminatory practice in violation of this section:

542 (1) ~~(A)~~ For an employer, by the employer or the employer's agent,
543 except in the case of a bona fide occupational qualification or need, to
544 refuse to hire or employ or to bar or to discharge from employment any
545 individual or to discriminate against any individual in compensation or
546 in terms, conditions or privileges of employment because of, or to use
547 an automated employment-related decision process in any manner that
548 has the effect of causing the employer to refuse to hire or employ or to
549 bar or to discharge from employment any individual or to discriminate
550 against any individual in compensation or in terms, conditions or
551 privileges of employment on the basis of, the individual's race, color,
552 religious creed, age, sex, gender identity or expression, marital status,

553 national origin, ancestry, present or past history of mental disability,
554 intellectual disability, learning disability, physical disability, including,
555 but not limited to, blindness, status as a veteran, status as a victim of
556 domestic violence, status as a victim of sexual assault or status as a
557 victim of trafficking in persons. [;] In any action for a discriminatory
558 practice in violation of this subparagraph involving an automated
559 employment-related decision process, the commission or the court shall
560 consider any evidence, or lack of evidence, of anti-bias testing or similar
561 proactive efforts to avoid such discriminatory practice, including, but
562 not limited to, the quality, efficacy, recency and scope of such testing or
563 efforts, the results of such testing or efforts and the response thereto.

564 (B) For an employer, by the employer or the employer's agent, to fail
565 to provide to any individual advance written notice disclosing, at a
566 minimum, that an automated employment-related decision process will
567 be used to make, to assist in making or in the course of making a
568 decision to hire or employ or to bar or to discharge from employment,
569 or concerning the compensation or terms, conditions or privileges of
570 employment, of such individual. Such notice shall, at a minimum,
571 disclose the trade name of the automated employment-related decision
572 process and the types and sources of personal information concerning
573 the individual that the automated employment-related decision process
574 will process or analyze.

575 (2) For any employment agency, except in the case of a bona fide
576 occupational qualification or need, to fail or refuse to classify properly
577 or refer for employment or otherwise to discriminate against any
578 individual because of such individual's race, color, religious creed, age,
579 sex, gender identity or expression, marital status, national origin,
580 ancestry, present or past history of mental disability, intellectual
581 disability, learning disability, physical disability, including, but not
582 limited to, blindness, status as a veteran, status as a victim of domestic
583 violence, status as a victim of sexual assault or status as a victim of
584 trafficking in persons. [;]

585 (3) For a labor organization, because of the race, color, religious creed,

586 age, sex, gender identity or expression, marital status, national origin,
587 ancestry, present or past history of mental disability, intellectual
588 disability, learning disability, physical disability, including, but not
589 limited to, blindness, status as a veteran, status as a victim of domestic
590 violence, status as a victim of sexual assault or status as a victim of
591 trafficking in persons of any individual to exclude from full membership
592 rights or to expel from its membership such individual or to
593 discriminate in any way against any of its members or against any
594 employer or any individual employed by an employer, unless such
595 action is based on a bona fide occupational qualification. [;]

596 (4) For any person, employer, labor organization or employment
597 agency to discharge, expel or otherwise discriminate against any person
598 because such person has opposed any discriminatory employment
599 practice or because such person has filed a complaint or testified or
600 assisted in any proceeding under section 46a-82, 46a-83 or 46a-84. [;]

601 (5) For any person, whether an employer or an employee or not, to
602 aid, abet, incite, compel or coerce the doing of any act declared to be a
603 discriminatory employment practice or to attempt to do so. [;]

604 (6) For any person, employer, employment agency or labor
605 organization, except in the case of a bona fide occupational qualification
606 or need, to advertise employment opportunities in such a manner as to
607 restrict such employment so as to discriminate against individuals
608 because of their race, color, religious creed, age, sex, gender identity or
609 expression, marital status, national origin, ancestry, present or past
610 history of mental disability, intellectual disability, learning disability,
611 physical disability, including, but not limited to, blindness, status as a
612 veteran, status as a victim of domestic violence, status as a victim of
613 sexual assault or status as a victim of trafficking in persons. [;]

614 (7) For an employer, by the employer or the employer's agent: (A) To
615 terminate a woman's employment because of her pregnancy; (B) to
616 refuse to grant to that employee a reasonable leave of absence for
617 disability resulting from her pregnancy; (C) to deny to that employee,
618 who is disabled as a result of pregnancy, any compensation to which

619 she is entitled as a result of the accumulation of disability or leave
620 benefits accrued pursuant to plans maintained by the employer; (D) to
621 fail or refuse to reinstate the employee to her original job or to an
622 equivalent position with equivalent pay and accumulated seniority,
623 retirement, fringe benefits and other service credits upon her signifying
624 her intent to return unless, in the case of a private employer, the
625 employer's circumstances have so changed as to make it impossible or
626 unreasonable to do so; (E) to limit, segregate or classify the employee in
627 a way that would deprive her of employment opportunities due to her
628 pregnancy; (F) to discriminate against an employee or person seeking
629 employment on the basis of her pregnancy in the terms or conditions of
630 her employment; (G) to fail or refuse to make a reasonable
631 accommodation for an employee or person seeking employment due to
632 her pregnancy, unless the employer can demonstrate that such
633 accommodation would impose an undue hardship on such employer;
634 (H) to deny employment opportunities to an employee or person
635 seeking employment if such denial is due to the employee's request for
636 a reasonable accommodation due to her pregnancy; (I) to force an
637 employee or person seeking employment affected by pregnancy to
638 accept a reasonable accommodation if such employee or person seeking
639 employment (i) does not have a known limitation related to her
640 pregnancy, or (ii) does not require a reasonable accommodation to
641 perform the essential duties related to her employment; (J) to require an
642 employee to take a leave of absence if a reasonable accommodation can
643 be provided in lieu of such leave; and (K) to retaliate against an
644 employee in the terms, conditions or privileges of her employment
645 based upon such employee's request for a reasonable accommodation.
646 [;]

647 (8) For an employer, by the employer or the employer's agent, for an
648 employment agency, by itself or its agent, or for any labor organization,
649 by itself or its agent, to harass any employee, person seeking
650 employment or member on the basis of sex or gender identity or
651 expression. If an employer takes immediate corrective action in
652 response to an employee's claim of sexual harassment, such corrective
653 action shall not modify the conditions of employment of the employee

654 making the claim of sexual harassment unless such employee agrees, in
655 writing, to any modification in the conditions of employment.
656 "Corrective action" taken by an employer, includes, but is not limited to,
657 employee relocation, assigning an employee to a different work
658 schedule or other substantive changes to an employee's terms and
659 conditions of employment. Notwithstanding an employer's failure to
660 obtain a written agreement from an employee concerning a modification
661 in the conditions of employment, the commission may find that
662 corrective action taken by an employer was reasonable and not of
663 detriment to the complainant based on the evidence presented to the
664 commission by the complainant and respondent. As used in this
665 subdivision, "sexual harassment" means any unwelcome sexual
666 advances or requests for sexual favors or any conduct of a sexual nature
667 when (A) submission to such conduct is made either explicitly or
668 implicitly a term or condition of an individual's employment, (B)
669 submission to or rejection of such conduct by an individual is used as
670 the basis for employment decisions affecting such individual, or (C)
671 such conduct has the purpose or effect of substantially interfering with
672 an individual's work performance or creating an intimidating, hostile or
673 offensive working environment. [;]

674 (9) For an employer, by the employer or the employer's agent, for an
675 employment agency, by itself or its agent, or for any labor organization,
676 by itself or its agent, to request or require information from an
677 employee, person seeking employment or member relating to the
678 individual's child-bearing age or plans, pregnancy, function of the
679 individual's reproductive system, use of birth control methods, or the
680 individual's familial responsibilities, unless such information is directly
681 related to a bona fide occupational qualification or need, provided an
682 employer, through a physician may request from an employee any such
683 information which is directly related to workplace exposure to
684 substances which may cause birth defects or constitute a hazard to an
685 individual's reproductive system or to a fetus if the employer first
686 informs the employee of the hazards involved in exposure to such
687 substances. [;]

688 (10) For an employer, by the employer or the employer's agent, after
689 informing an employee, pursuant to subdivision (9) of this subsection,
690 of a workplace exposure to substances which may cause birth defects or
691 constitute a hazard to an employee's reproductive system or to a fetus,
692 to fail or refuse, upon the employee's request, to take reasonable
693 measures to protect the employee from the exposure or hazard
694 identified, or to fail or refuse to inform the employee that the measures
695 taken may be the subject of a complaint filed under the provisions of
696 this chapter. Nothing in this subdivision is intended to prohibit an
697 employer from taking reasonable measures to protect an employee from
698 exposure to such substances. For the purpose of this subdivision,
699 "reasonable measures" are those measures which are consistent with
700 business necessity and are least disruptive of the terms and conditions
701 of the employee's employment. [;]

702 (11) For an employer, by the employer or the employer's agent, for an
703 employment agency, by itself or its agent, or for any labor organization,
704 by itself or its agent: (A) To request or require genetic information from
705 an employee, person seeking employment or member, or (B) to
706 discharge, expel or otherwise discriminate against any person on the
707 basis of genetic information. For the purpose of this subdivision,
708 "genetic information" means the information about genes, gene
709 products or inherited characteristics that may derive from an individual
710 or a family member. [;]

711 (12) For an employer, by the employer or the employer's agent, to
712 request or require a prospective employee's age, date of birth, dates of
713 attendance at or date of graduation from an educational institution on
714 an initial employment application, provided the provisions of this
715 subdivision shall not apply to any employer requesting or requiring
716 such information (A) based on a bona fide occupational qualification or
717 need, or (B) when such information is required to comply with any
718 provision of state or federal law. [; and]

719 (13) (A) For an employer or the employer's agent to deny an employee
720 a reasonable leave of absence in order to: (i) Seek attention for injuries

721 caused by domestic violence, sexual assault or trafficking in persons,
722 including for a child who is a victim of domestic violence, sexual assault
723 or trafficking in persons, provided the employee is not the perpetrator
724 of any act of domestic violence, sexual assault or trafficking in persons
725 committed against a child; (ii) obtain services including safety planning
726 from a domestic violence agency or rape crisis center, as those terms are
727 defined in section 52-146k, as a result of domestic violence, sexual
728 assault or trafficking in persons; (iii) obtain psychological counseling
729 related to an incident or incidents of domestic violence, sexual assault
730 or trafficking in persons, including for a child who is a victim of
731 domestic violence, sexual assault or trafficking in persons, provided the
732 employee is not the perpetrator of any act of domestic violence, sexual
733 assault or trafficking in persons committed against a child; (iv) take
734 other actions to increase safety from future incidents of domestic
735 violence, sexual assault or trafficking in persons, including temporary
736 or permanent relocation; or (v) obtain legal services, assisting in the
737 prosecution of the offense, or otherwise participate in legal proceedings
738 in relation to the incident or incidents of domestic violence, sexual
739 assault or trafficking in persons.

740 (B) An employee who is absent from work in accordance with the
741 provisions of subparagraph (A) of this subdivision shall, within a
742 reasonable time after the absence, provide a certification to the employer
743 when requested by the employer. Such certification shall be in the form
744 of: (i) A police report indicating that the employee or the employee's
745 child was a victim of domestic violence, sexual assault or trafficking in
746 persons; (ii) a court order protecting or separating the employee or
747 employee's child from the perpetrator of an act of domestic violence,
748 sexual assault or trafficking in persons; (iii) other evidence from the
749 court or prosecuting attorney that the employee appeared in court; or
750 (iv) documentation from a medical professional, including a domestic
751 violence counselor or sexual assault counselor, as those terms are
752 defined in section 52-146k, or other health care provider, that the
753 employee or the employee's child was receiving services, counseling or
754 treatment for physical or mental injuries or abuse resulting in
755 victimization from an act of domestic violence, sexual assault or

756 trafficking in persons.

757 (C) Where an employee has a physical or mental disability resulting
758 from an incident or series of incidents of domestic violence, sexual
759 assault or trafficking in persons, such employee shall be treated in the
760 same manner as an employee with any other disability.

761 (D) To the extent permitted by law, employers shall maintain the
762 confidentiality of any information regarding an employee's status as a
763 victim of domestic violence, sexual assault or trafficking in persons.

764 (c) (1) The provisions of this section concerning age shall not apply
765 to: (A) The termination of employment of any person with a contract of
766 unlimited tenure at an independent institution of higher education who
767 is mandatorily retired, on or before July 1, 1993, after having attained
768 the age of seventy; (B) the termination of employment of any person
769 who has attained the age of sixty-five and who, for the two years
770 immediately preceding such termination, is employed in a bona fide
771 executive or a high policy-making position, if such person is entitled to
772 an immediate nonforfeitable annual retirement benefit under a pension,
773 profit-sharing, savings or deferred compensation plan, or any
774 combination of such plans, from such person's employer, which equals,
775 in aggregate, at least forty-four thousand dollars; (C) the termination of
776 employment of persons in occupations, including police work and fire-
777 fighting, in which age is a bona fide occupational qualification; (D) the
778 operation of any bona fide apprenticeship system or plan; or (E) the
779 observance of the terms of a bona fide seniority system or any bona fide
780 employee benefit plan for retirement, pensions or insurance which is not
781 adopted for the purpose of evading said provisions, except that no such
782 plan may excuse the failure to hire any individual and no such system
783 or plan may require or permit the termination of employment on the
784 basis of age. No such plan which covers less than twenty employees may
785 reduce the group hospital, surgical or medical insurance coverage
786 provided under the plan to any employee who has reached the age of
787 sixty-five and is eligible for Medicare benefits or any employee's spouse
788 who has reached age sixty-five and is eligible for Medicare benefits

789 except to the extent such coverage is provided by Medicare. The terms
790 of any such plan which covers twenty or more employees shall entitle
791 any employee who has attained the age of sixty-five and any employee's
792 spouse who has attained the age of sixty-five to group hospital, surgical
793 or medical insurance coverage under the same conditions as any
794 covered employee or spouse who is under the age of sixty-five.

795 (2) No employee retirement or pension plan may exclude any
796 employee from membership in such plan or cease or reduce the
797 employee's benefit accruals or allocations under such plan on the basis
798 of age. The provisions of this subdivision shall be applicable to plan
799 years beginning on or after January 1, 1988, except that for any
800 collectively bargained plan this subdivision shall be applicable on the
801 earlier of (A) January 1, 1990, or (B) the later of (i) the expiration date of
802 the collective bargaining agreement, or (ii) January 1, 1988.

803 (3) The provisions of this section concerning age shall not prohibit an
804 employer from requiring medical examinations for employees for the
805 purpose of determining such employees' physical qualification for
806 continued employment.

807 (4) Any employee who continues employment beyond the normal
808 retirement age in the applicable retirement or pension plan shall give
809 notice of intent to retire, in writing, to such employee's employer not
810 less than thirty days prior to the date of such retirement.

811 (d) (1) An employer shall provide written notice of the right to be free
812 from discrimination in relation to pregnancy, childbirth and related
813 conditions, including the right to a reasonable accommodation to the
814 known limitations related to pregnancy pursuant to subdivision (7) of
815 subsection (b) of this section to: (A) New employees at the
816 commencement of employment; (B) existing employees within one
817 hundred twenty days of October 1, 2017; and (C) any employee who
818 notifies the employer of her pregnancy within ten days of such
819 notification. An employer may comply with the provisions of this
820 section by displaying a poster in a conspicuous place, accessible to
821 employees, at the employer's place of business that contains the

822 information required by this section in both English and Spanish. The
823 Labor Commissioner may adopt regulations, in accordance with
824 chapter 54, to establish additional requirements concerning the means
825 by which employers shall provide such notice.

826 (2) The Commission on Human Rights and Opportunities shall
827 develop courses of instruction and conduct ongoing public education
828 efforts as necessary to inform employers, employees, employment
829 agencies and persons seeking employment about their rights and
830 responsibilities under this section.

831 Sec. 15. (NEW) (*Effective October 1, 2026*) (a) As used in this section:

832 (1) "Artificial intelligence system" means any machine-based system
833 that, for any explicit or implicit objective, infers from the inputs such
834 system receives how to generate outputs, including, but not limited to,
835 synthetic digital content;

836 (2) "Consumer" has the same meaning as provided in section 1 of this
837 act;

838 (3) "Developer" means any person doing business in the state that
839 develops, or intentionally and substantially modifies, an artificial
840 intelligence system or general-purpose artificial intelligence model;

841 (4) "General-purpose artificial intelligence model" (A) means a model
842 used by an artificial intelligence system that (i) displays significant
843 generality, (ii) is capable of competently performing a wide range of
844 distinct tasks, and (iii) can be integrated into a variety of downstream
845 applications or systems, and (B) does not include any model that is used
846 for development, prototyping and research activities before such model
847 is released on the market;

848 (5) "Intentional and substantial modification" means any deliberate
849 material change made to an artificial intelligence system or general-
850 purpose artificial intelligence model that (A) affects compliance of the
851 artificial intelligence system or general-purpose artificial intelligence
852 model, or (B) materially changes the purpose of the artificial intelligence

853 system or general-purpose artificial intelligence model;

854 (6) "Person" means an individual, association, corporation, limited
855 liability company, partnership, trust or other legal entity; and

856 (7) "Synthetic digital content" means any digital content, including,
857 but not limited to, any audio, image, text or video, that is produced or
858 manipulated by an artificial intelligence system or general-purpose
859 artificial intelligence model.

860 (b) On and after October 1, 2027, and except as provided in
861 subsections (c) and (d) of this section, the developer of an artificial
862 intelligence system or general-purpose artificial intelligence model that
863 is capable of generating synthetic digital content shall:

864 (1) Ensure that the outputs of such artificial intelligence system or
865 general-purpose artificial intelligence model are marked and detectable
866 as synthetic digital content, and that such outputs are so marked and
867 detectable (A) not later than the time that consumers who did not create
868 such outputs first interact with, or are exposed to, such outputs, and (B)
869 in a manner that (i) is detectable by consumers, and (ii) complies with
870 any applicable accessibility requirements; and

871 (2) As far as technically feasible and in a manner that is consistent
872 with any nationally or internationally recognized technical standards,
873 ensure that such developer's technical solutions are effective,
874 interoperable, robust and reliable, considering (A) the specificities and
875 limitations of different types of synthetic digital content, (B) the
876 implementation costs, and (C) the generally acknowledged state of the
877 art.

878 (c) If the synthetic digital content described in subsection (b) of this
879 section is in an audio, image or video format, and such synthetic digital
880 content forms part of an evidently artistic, creative, satirical, fictional
881 analogous work or program, the disclosure required under said
882 subsection shall be limited to a disclosure that does not hinder the
883 display or enjoyment of such work or program.

884 (d) The provisions of subsection (b) of this section shall not apply:

885 (1) To any synthetic digital content that (A) consists exclusively of
886 text, (B) is published to inform the public on any matter of public
887 interest, or (C) is unlikely to mislead a reasonable person consuming
888 such synthetic digital content; or

889 (2) To the extent that any artificial intelligence system or general-
890 purpose artificial intelligence model described in subsection (b) of this
891 section (A) performs an assistive function for standard editing, (B) does
892 not substantially alter the input data provided by the developer or the
893 semantics thereof, or (C) is used to detect, prevent, investigate or
894 prosecute any crime where authorized by law.

895 Sec. 16. Section 5-270 of the general statutes is repealed and the
896 following is substituted in lieu thereof (*Effective October 1, 2026*):

897 When used in sections 5-270 to 5-280, inclusive, as amended by this
898 act, and section 17 of this act:

899 (a) "Employer" means the state of Connecticut, its executive and
900 judicial branches, including, without limitation, any board, department,
901 commission, institution, or agency of such branches or any appropriate
902 unit thereof and any board of trustees of a state-owned or supported
903 college or university and branches thereof, public and quasi-public state
904 corporation, or authority established by state law, or any person or
905 persons designated by the employer to act in its interest in dealing with
906 employees, but shall not include the State Board of Labor Relations or
907 the State Board of Mediation and Arbitration.

908 (b) "Employee" means any employee of an employer, whether or not
909 in the classified service of the employer, except elected or appointed
910 officials other than special deputy sheriffs, board and commission
911 members, disability policy specialists assigned to the Council on
912 Developmental Disabilities, managerial employees and confidential
913 employees.

914 (c) "Professional employee" means: (1) Any employee engaged in

915 work (A) predominantly intellectual and varied in character as opposed
916 to routine mental, manual, mechanical or physical work; (B) involving
917 the consistent exercise of discretion and judgment in its performance;
918 (C) of such a character that the output produced or the result
919 accomplished cannot be standardized in relation to a given time period;
920 (D) requiring knowledge of an advanced type in a field of science or
921 learning customarily acquired by a prolonged course of specialized
922 intellectual instruction and study in an institution of higher learning or
923 a hospital, as distinguished from a general academic education or from
924 an apprenticeship or from training in the performance of routine mental,
925 manual or physical processes; or (2) any employee who has completed
926 the courses of specialized intellectual instruction and study described in
927 subsection (c)(1)(D) and is performing related work under the
928 supervision of a professional person to qualify himself to become a
929 professional employee as defined in subsection (c)(1).

930 (d) "Employee organization" means any lawful association, labor
931 organization, federation or council having as a primary purpose the
932 improvement of wages, hours and other conditions of employment
933 among state employees.

934 (e) "Confidential employee" means any public employee who would
935 have access to confidential information used in collective bargaining.

936 (f) "Supervisory employee" means any individual in a position in
937 which the principal functions are characterized by not fewer than two
938 of the following: (1) Performing such management control duties as
939 scheduling, assigning, overseeing and reviewing the work of
940 subordinate employees; (2) performing such duties as are distinct and
941 dissimilar from those performed by the employees supervised; (3)
942 exercising judgment in adjusting grievances, applying other established
943 personnel policies and procedures and in enforcing the provisions of a
944 collective bargaining agreement; and (4) establishing or participating in
945 the establishment of performance standards for subordinate employees
946 and taking corrective measures to implement those standards, provided
947 in connection with any of the foregoing the exercise of such authority is

948 not merely of a routine or clerical nature, but requires the use of
949 independent judgment, and such individuals shall be employees within
950 the meaning of subsection (b) of this section. The above criteria for
951 supervisory positions shall not necessarily apply to police or fire
952 departments.

953 (g) "Managerial employee" means any individual in a position in
954 which the principal functions are characterized by not fewer than two
955 of the following, provided for any position in any unit of the system of
956 higher education, one of such two functions shall be as specified in
957 subdivision (4) of this subsection: (1) Responsibility for direction of a
958 subunit or facility of a major division of an agency or assignment to an
959 agency head's staff; (2) development, implementation and evaluation of
960 goals and objectives consistent with agency mission and policy; (3)
961 participation in the formulation of agency policy; or (4) a major role in
962 the administration of collective bargaining agreements or major
963 personnel decisions, or both, including staffing, hiring, firing,
964 evaluation, promotion and training of employees.

965 (h) "Artificial intelligence technology" has the same meaning as
966 provided in section 1 of this act.

967 Sec. 17. (NEW) (*Effective October 1, 2026*) During the term of a written
968 collective bargaining agreement entered into by an employer and a
969 designated employee organization in accordance with the provisions of
970 sections 5-270 to 5-280, inclusive, of the general statutes, as amended by
971 this act, no artificial intelligence technology shall be used by or on behalf
972 of the employer in any manner that:

973 (1) Modifies or impairs such agreement in any way, including, but
974 not limited to, any such use that has the effect of modifying or impairing
975 the rights, benefits and privileges accorded to the employee members of
976 the bargaining unit that is represented by such designated employee
977 organization, by, among other things, (A) reducing the wages, fringe
978 benefits or nonovertime hours of such employee members, or (B)
979 assuming the duties and functions of such employee members;

980 (2) Modifies or impairs the designated employee organization's role
981 as the exclusive representative of the bargaining unit for the purposes
982 of such agreement; or

983 (3) Modifies or impairs the relationship between the employer and
984 the designated employee organization with respect to such agreement.

985 Sec. 18. (NEW) (*Effective from passage*) (a) For the purposes of this
986 section, "legislative leader" has the same meaning as provided in section
987 4-9d of the general statutes.

988 (b) Any legislative leader may request that the executive director of
989 the Connecticut Academy of Science and Engineering designate a fellow
990 selected by said academy to serve as such legislative leader's liaison
991 with said academy, the office of the Attorney General and the
992 Department of Economic and Community Development for the purpose
993 of:

994 (1) Evaluating (A) the adoption of artificial intelligence systems by
995 businesses, (B) the challenges posed to, and needs of, businesses in (i)
996 adopting artificial intelligence systems, and (ii) understanding laws and
997 regulations concerning artificial intelligence systems, and (C) how
998 businesses that use artificial intelligence systems hire employees with
999 necessary skills concerning artificial intelligence systems;

1000 (2) Creating a plan for the state to provide high-performance
1001 computing services to businesses and researchers in the state;

1002 (3) Evaluating the benefits of creating a state-wide research
1003 collaborative among health care providers to enable the development of
1004 advanced analytics, ethical and trustworthy artificial intelligence
1005 systems and hands-on workforce education while using methods that
1006 protect patient privacy;

1007 (4) Evaluating, and making recommendations concerning, (A) the
1008 establishment of testbeds to support safeguards and systems to prevent
1009 the misuse of artificial intelligence systems, (B) risk assessments for the
1010 misuse of artificial intelligence systems, (C) evaluation strategies for

1011 artificial intelligence systems, and (D) the development, testing and
1012 evaluation of resources to support state oversight of artificial
1013 intelligence systems;

1014 (5) Developing a plan to design or identify an algorithmic computer
1015 model for the purpose of simulating and assessing various public policy
1016 decisions or proposed public policy decisions and the actual or potential
1017 effects of such decisions or proposed decisions; and

1018 (6) Developing a plan to establish a technology transfer program (A)
1019 for the purpose of supporting commercialization of new ideas and
1020 research among public and private institutions of higher education in
1021 the state, and (B) by working with (i) relevant public and private
1022 organizations, including, but not limited to, the Department of
1023 Economic and Community Development, and (ii) The University of
1024 Connecticut and a state-wide consortium of public and private entities
1025 in the state, including, but not limited to, public and private institutions
1026 of higher education in the state, designed to advance the development,
1027 application and impact of artificial intelligence across the state, to assess
1028 whether The University of Connecticut can support technology
1029 commercialization at other public and private institutions of higher
1030 education in the state.

1031 (c) No fellow of the Connecticut Academy of Science and Engineering
1032 designated pursuant to subsection (b) of this section shall be deemed a
1033 state employee, or receive any compensation from the state, for
1034 performing such fellow's duties under said subsection.

1035 (d) Not later than January 1, 2027, the fellows of the Connecticut
1036 Academy of Science and Engineering designated pursuant to subsection
1037 (b) of this section shall jointly submit a report, in accordance with the
1038 provisions of section 11-4a of the general statutes, to the joint standing
1039 committees of the General Assembly having cognizance of matters
1040 relating to commerce and consumer protection.

1041 Sec. 19. (NEW) (*Effective July 1, 2026*) (a) As used in this section,
1042 "artificial intelligence" means any machine-based system that, for any

1043 explicit or implicit objective, infers from the inputs such system receives
1044 how to generate outputs, including, but not limited to, content,
1045 decisions, predictions or recommendations, that can influence physical
1046 or virtual environments.

1047 (b) Not later than December 31, 2026, the Board of Regents for Higher
1048 Education shall establish, on behalf of Charter Oak State College and in
1049 consultation with the Labor Department, the State Board of Education,
1050 Workforce Investment Boards, employers and institutions of higher
1051 education in the state, a "Connecticut AI Academy". The academy shall,
1052 at a minimum:

1053 (1) Curate and offer online courses concerning artificial intelligence
1054 and the responsible use of artificial intelligence;

1055 (2) Promote digital literacy;

1056 (3) Prepare students for careers in fields involving artificial
1057 intelligence;

1058 (4) Offer courses and provide resources directed at individuals
1059 between thirteen and twenty years of age;

1060 (5) Offer courses and provide resources that prepare small businesses
1061 and nonprofit organizations to utilize artificial intelligence to improve
1062 marketing and management efficiency;

1063 (6) Develop courses concerning artificial intelligence that the Labor
1064 Department and Workforce Investment Boards may incorporate into
1065 workforce training programs;

1066 (7) Develop and offer courses for primary and secondary school
1067 teachers and administrators (A) concerning the appropriate use of
1068 artificial intelligence in primary and secondary school classrooms, (B)
1069 instructing such teachers how to use artificial intelligence, and (C)
1070 informing teachers how to instruct primary and secondary school
1071 students in the use of artificial intelligence;

1072 (8) Enable persons providing free or discounted public Internet
1073 access to distribute information and provide mentorship concerning
1074 artificial intelligence, the academy and methods available for the public
1075 to obtain free or discounted devices capable of accessing the Internet
1076 and utilizing artificial intelligence; and

1077 (9) Develop a course to develop durable skills based on the Business-
1078 Higher Education Forum's guidance concerning essential skills for the
1079 artificial intelligence economy.

1080 (c) The Board of Regents for Higher Education shall, in consultation
1081 with Charter Oak State College, develop certificates and badges to be
1082 awarded to persons who successfully complete courses offered by the
1083 Connecticut AI Academy.

1084 Sec. 20. (*Effective July 1, 2026*) (a) For the purposes of this section:

1085 (1) "Artificial intelligence" has the same meaning as provided in
1086 section 19 of this act;

1087 (2) "General-purpose artificial intelligence model" (A) means a model
1088 used by any form of artificial intelligence that (i) displays significant
1089 generality, (ii) is capable of competently performing a wide range of
1090 distinct tasks, and (iii) can be integrated into a variety of downstream
1091 applications or systems, and (B) does not include any artificial
1092 intelligence model that is used for development, prototyping and
1093 research activities before such artificial intelligence model is released on
1094 the market; and

1095 (3) "Synthetic digital content" means any digital content, including,
1096 but not limited to, any audio, image, text or video, that is produced or
1097 manipulated by any form of artificial intelligence, including, but not
1098 limited to, generative artificial intelligence.

1099 (b) There is established a working group to engage stakeholders and
1100 experts to:

1101 (1) Make recommendations concerning:

1102 (A) The best practices to avoid the negative impacts, and to maximize
1103 the positive impacts, on services and state employees in connection with
1104 the implementation of new digital technologies, including, but not
1105 limited to, artificial intelligence;

1106 (B) The collection of reports, recommendations and plans from state
1107 agencies considering the implementation of artificial intelligence, and
1108 the assessment of such reports, recommendations and plans against the
1109 best practices described in subparagraph (A) of this subdivision; and

1110 (C) Any other matters that the working group may deem relevant for
1111 the purposes of avoiding the negative impacts, and maximizing the
1112 positive impacts, described in subparagraph (A) of this subdivision;

1113 (2) Make recommendations concerning methods to create resources
1114 for the purpose of assisting small businesses to adopt artificial
1115 intelligence to improve their efficiency and operations;

1116 (3) Make recommendations and develop proposals to create a
1117 technology court for the purpose of adjudicating artificial intelligence,
1118 data privacy and other technology-related issues;

1119 (4) Propose legislation to (A) regulate the use of general-purpose
1120 artificial intelligence models, and (B) require social media platforms to
1121 provide a signal when such social media platforms are displaying
1122 synthetic digital content;

1123 (5) After reviewing the laws and regulations, and any proposed
1124 legislation or regulations, of other states concerning artificial
1125 intelligence, propose legislation concerning artificial intelligence;

1126 (6) Develop an outreach plan for the purpose of bridging the digital
1127 divide and providing workforce training to persons who do not have
1128 high-speed Internet access;

1129 (7) Evaluate and make recommendations concerning:

1130 (A) The establishment of testbeds to support safeguards and systems

- 1131 to prevent the misuse of artificial intelligence;
- 1132 (B) Risk assessments for the misuse of artificial intelligence;
- 1133 (C) Evaluation strategies for artificial intelligence; and
- 1134 (D) The development, testing and evaluation of resources to support
1135 state oversight of artificial intelligence;
- 1136 (8) Review the protections afforded to trade secrets and other
1137 proprietary information under existing state law and make
1138 recommendations concerning such protections;
- 1139 (9) Make recommendations concerning the establishment and
1140 membership of a permanent artificial intelligence advisory council; and
- 1141 (10) Make such other recommendations concerning artificial
1142 intelligence that the working group may deem appropriate.
- 1143 (c) (1) (A) The working group shall be part of the Legislative
1144 Department and consist of the following voting members: (i) One
1145 appointed by the speaker of the House of Representatives, who shall be
1146 a representative of the industries that are developing artificial
1147 intelligence; (ii) one appointed by the president pro tempore of the
1148 Senate, who shall be a representative of the industries that are using
1149 artificial intelligence; (iii) one appointed by the majority leader of the
1150 House of Representatives, who shall be an academic with a
1151 concentration in the study of technology and technology policy; (iv) one
1152 appointed by the majority leader of the Senate, who shall be an academic
1153 with a concentration in the study of government and public policy; (v)
1154 one appointed by the minority leader of the House of Representatives,
1155 who shall be a representative of an industry association representing the
1156 industries that are developing artificial intelligence; (vi) one appointed
1157 by the minority leader of the Senate, who shall be a representative of an
1158 industry association representing the industries that are using artificial
1159 intelligence; (vii) one appointed by the House chairperson of the joint
1160 standing committee of the General Assembly having cognizance of
1161 matters relating to consumer protection; (viii) one appointed by the

1162 Senate chairperson of the joint standing committee of the General
1163 Assembly having cognizance of matters relating to consumer
1164 protection; (ix) one appointed by the House ranking member of the joint
1165 standing committee of the General Assembly having cognizance of
1166 matters relating to consumer protection, who shall be a representative
1167 of the artificial intelligence industry or a related industry; (x) one
1168 appointed by the Senate ranking member of the joint standing
1169 committee of the General Assembly having cognizance of matters
1170 relating to consumer protection, who shall be a representative of the
1171 artificial intelligence industry or a related industry; (xi) one appointed
1172 by the House chairperson of the joint standing committee of the General
1173 Assembly having cognizance of matters relating to labor, who shall be a
1174 representative of a labor organization; (xii) one appointed by the Senate
1175 chairperson of the joint standing committee of the General Assembly
1176 having cognizance of matters relating to labor, who shall be a
1177 representative of a labor organization; (xiii) one appointed by the House
1178 ranking member of the joint standing committee of the General
1179 Assembly having cognizance of matters relating to labor, who shall be a
1180 representative of a small business; (xiv) one appointed by the Senate
1181 ranking member of the joint standing committee of the General
1182 Assembly having cognizance of matters relating to labor, who shall be a
1183 representative of a small business; and (xv) two appointed by the
1184 Governor, who shall be members of the Connecticut Academy of
1185 Science and Engineering.

1186 (B) All voting members of the working group appointed pursuant to
1187 subparagraph (A) of this subdivision shall have professional experience
1188 or academic qualifications in matters pertaining to artificial intelligence,
1189 automated systems, government policy or another related field.

1190 (C) All initial appointments to the working group shall be made not
1191 later than July 31, 2026. Any vacancy shall be filled by the appointing
1192 authority.

1193 (D) Any action taken by the working group shall be taken by a
1194 majority vote of all members present who are entitled to vote, provided

1195 no such action may be taken unless at least fifty per cent of such
1196 members are present.

1197 (2) The working group shall include the following nonvoting, ex-
1198 officio members: (A) The House chairperson of the joint standing
1199 committee of the General Assembly having cognizance of matters
1200 relating to consumer protection; (B) the Senate chairperson of the joint
1201 standing committee of the General Assembly having cognizance of
1202 matters relating to consumer protection; (C) the House chairperson of
1203 the joint standing committee of the General Assembly having
1204 cognizance of matters relating to labor; (D) the Senate chairperson of the
1205 joint standing committee of the General Assembly having cognizance of
1206 matters relating to labor; (E) the Attorney General, or the Attorney
1207 General's designee; (F) the Comptroller, or the Comptroller's designee;
1208 (G) the Treasurer, or the Treasurer's designee; (H) the Commissioner of
1209 Administrative Services, or the commissioner's designee; (I) the Chief
1210 Data Officer, or the officer's designee; (J) the executive director of the
1211 Freedom of Information Commission, or the executive director's
1212 designee; (K) the executive director of the Commission on Women,
1213 Children, Seniors, Equity and Opportunity, or the executive director's
1214 designee; (L) the Chief Court Administrator, or the administrator's
1215 designee; and (M) the executive director of the Connecticut Academy of
1216 Science and Engineering, or the executive director's designee.

1217 (d) The chairpersons of the joint standing committee of the General
1218 Assembly having cognizance of matters relating to consumer protection
1219 and the executive director of the Connecticut Academy of Science and
1220 Engineering shall serve as chairpersons of the working group. Such
1221 chairpersons shall schedule the first meeting of the working group,
1222 which shall be held not later than August 31, 2026.

1223 (e) The administrative staff of the joint standing committee of the
1224 General Assembly having cognizance of matters relating to consumer
1225 protection shall serve as administrative staff of the working group.

1226 (f) Not later than February 1, 2027, the working group shall submit a
1227 report on its findings and recommendations to the joint standing

1228 committee of the General Assembly having cognizance of matters
1229 relating to consumer protection, in accordance with the provisions of
1230 section 11-4a of the general statutes. The working group shall terminate
1231 on the date that the working group submits such report or February 1,
1232 2027, whichever is later.

1233 Sec. 21. (NEW) (*Effective January 1, 2027*) The Labor Department shall
1234 provide a notice, in a form and manner prescribed by the Labor
1235 Commissioner, to each individual who makes a claim for
1236 unemployment compensation disclosing the existence of, and courses
1237 and services offered by, the Connecticut AI Academy established
1238 pursuant to section 19 of this act.

1239 Sec. 22. (NEW) (*Effective January 1, 2027*) The Secretary of the State,
1240 within available appropriations and in collaboration with Charter Oak
1241 State College, shall utilize the means by which the office of the Secretary
1242 of the State communicates with small businesses to disseminate
1243 information concerning the courses offered by the Connecticut AI
1244 Academy, established pursuant to section 19 of this act, that prepare
1245 small businesses to utilize artificial intelligence to improve marketing
1246 and management efficiency. As used in this section, "artificial
1247 intelligence" has the same meaning as provided in section 19 of this act.

1248 Sec. 23. (NEW) (*Effective January 1, 2027*) The Department of Housing,
1249 within available appropriations, shall work with housing authorities
1250 and other relevant housing providers to ensure that residents of the state
1251 are aware of the courses and services offered by the Connecticut AI
1252 Academy established pursuant to section 19 of this act.

1253 Sec. 24. Subsection (b) of section 17b-751b of the general statutes is
1254 repealed and the following is substituted in lieu thereof (*Effective January*
1255 *1, 2027*):

1256 (b) The commissioner shall: (1) Ensure that all home visiting
1257 programs (A) are one or more of the evidence-based home visiting
1258 models that meet the criteria for evidence of effectiveness developed by
1259 the federal Department of Health and Human Services, and (B) provide

1260 information to parents of infants and young children served by any such
1261 program regarding the Connecticut AI Academy established pursuant
1262 to section 19 of this act; (2) provide oversight of home visiting programs
1263 to insure model fidelity; and (3) develop, issue and evaluate requests for
1264 proposals to procure the services required by this section. In evaluating
1265 the proposals, the commissioner shall take into consideration the most
1266 effective and consistent service delivery system allowing for the
1267 continuation of current public and private programs.

1268 Sec. 25. (NEW) (*Effective July 1, 2026*) (a) As used in this section,
1269 "artificial intelligence" has the same meaning as provided in section 19
1270 of this act.

1271 (b) There is established, within available appropriations, a
1272 Connecticut Technology Advisory Board, which shall be part of the
1273 Legislative Department.

1274 (c) (1) The board shall consist of the following voting members: (A)
1275 Two appointed by the speaker of the House of Representatives; (B) two
1276 appointed by the president pro tempore of the Senate; (C) two
1277 appointed by the minority leader of the House of Representatives; and
1278 (D) two appointed by the minority leader of the Senate. All voting
1279 members shall have professional experience or academic qualifications
1280 in the field of artificial intelligence or the field of technology, or another
1281 related field, and no such member shall be a member of the General
1282 Assembly.

1283 (2) The following persons or their designees shall serve as nonvoting
1284 members and chairpersons of the board: (A) The Commissioner of
1285 Economic and Community Development, or the commissioner's
1286 designee; (B) the executive director of the Connecticut Academy of
1287 Science and Engineering, or the executive director's designee; (C) the
1288 president of Charter Oak State College, or the president's designee; and
1289 (D) one appointed by the majority leader of the Senate, who shall be a
1290 representative of a state-wide consortium of public and private entities
1291 in the state, including, but not limited to, public and private institutions
1292 of higher education in the state, designed to advance the development,

1293 application and impact of artificial intelligence across the state.

1294 (3) All initial appointments to the board shall be made not later than
1295 October 1, 2026. The term of an appointed member shall be coterminous
1296 with the term of the appointing authority for the appointed member.
1297 Any vacancy shall be filled by the appointing authority. Any vacancy
1298 occurring other than by expiration of a term shall be filled for the
1299 balance of the unexpired term. A member of the board may serve more
1300 than one term. The chairpersons shall schedule the first meeting of the
1301 board, which shall be held not later than November 1, 2026.

1302 (d) The administrative staff of the joint standing committees of the
1303 General Assembly having cognizance of matters relating to consumer
1304 protection and government administration shall serve as administrative
1305 staff of the board.

1306 (e) The board shall have the following powers and duties: (1) To
1307 develop and adopt a state technology strategy (A) for the purpose of
1308 promoting education, workforce development, economic development
1309 and consumer protection, and (B) that accounts for the rapid pace of
1310 technological development, including, but not limited to, in the field of
1311 artificial intelligence; (2) to update the state technology strategy
1312 developed and adopted pursuant to subdivision (1) of this subsection at
1313 least once every two years; (3) to issue reports and recommendations in
1314 accordance with the provisions of section 11-4a of the general statutes;
1315 (4) upon the vote of a majority of the voting members of the board, to
1316 request any state agency data officer or state agency head to (A) appear
1317 before the board to answer questions, or (B) provide such assistance and
1318 data as may be necessary for the purpose of enabling the board to
1319 perform its duties; (5) to make recommendations to the Legislative
1320 Department, Executive Department or Judicial Department in
1321 accordance with the state technology strategy; and (6) to establish
1322 bylaws to govern the board's procedures.

1323 (f) The board shall meet at least twice annually and may meet at such
1324 other times as deemed necessary by the chairpersons or a majority of the
1325 voting members of the board.

1326 Sec. 26. Section 10-21l of the 2026 supplement to the general statutes
1327 is repealed and the following is substituted in lieu thereof (*Effective July*
1328 *1, 2026*):

1329 There is established an account to be known as the ["computer science
1330 education account"] "computer science education and workforce
1331 development account", which shall be a separate, nonlapsing account.
1332 The account shall contain any moneys required or permitted by law to
1333 be deposited in the account and any funds received from any public or
1334 private contributions, gifts, grants, donations, bequests or devises to the
1335 account. The Department of Education may make expenditures from the
1336 account (1) to support curriculum development, teacher professional
1337 development, capacity development for school districts [,] and other
1338 programs for the purposes of supporting computer science education,
1339 and (2) in coordination with the Office of Workforce Strategy and the
1340 Board of Regents for Higher Education, for the purpose of supporting
1341 workforce development initiatives in accordance with the state
1342 technology strategy developed, adopted and updated pursuant to
1343 subsection (e) of section 25 of this act.

1344 Sec. 27. Section 32-7p of the general statutes is repealed and the
1345 following is substituted in lieu thereof (*Effective July 1, 2026*):

1346 (a) As used in this section:

1347 (1) "Artificial intelligence" has the same meaning as provided in
1348 section 19 of this act;

1349 (2) "Generative artificial intelligence" means any form of artificial
1350 intelligence, including, but not limited to, a foundation model, that is
1351 able to produce synthetic digital content;

1352 (3) "Prompt engineering" means the process of guiding generative
1353 artificial intelligence to generate a desired output; and

1354 (4) "Synthetic digital content" means any digital content, including,
1355 but not limited to, any audio, image, text or video, that is produced or
1356 manipulated by any form of artificial intelligence, including, but not

1357 limited to, generative artificial intelligence.

1358 [(a)] (b) There shall be a Technology Talent and Innovation Fund
1359 Advisory Committee within the Department of Economic and
1360 Community Development. Such committee shall consist of members
1361 appointed by the Commissioner of Economic and Community
1362 Development, including, but not limited to, representatives of The
1363 University of Connecticut, the Board of Regents for Higher Education,
1364 independent institutions of higher education, the Office of Workforce
1365 Strategy and private industry. Such members shall be subject to term
1366 limits prescribed by the commissioner. Each member shall hold office
1367 until a successor is appointed.

1368 [(b)] (c) The commissioner shall call the first meeting of the advisory
1369 committee not later than October 15, 2016. The advisory committee shall
1370 meet not less than quarterly thereafter and at such other times as the
1371 chairperson deems necessary. The Technology Talent and Innovation
1372 Fund Advisory Committee shall designate the chairperson of the
1373 committee from among its members.

1374 [(c)] (d) No member of the advisory committee shall receive
1375 compensation for such member's service, except that each member shall
1376 be entitled to reimbursement for actual and necessary expenses incurred
1377 during the performance of such member's official duties.

1378 [(d)] (e) A majority of members of the advisory committee shall
1379 constitute a quorum for the transaction of any business or the exercise
1380 of any power of the advisory committee. The advisory committee may
1381 act by a majority of the members present at any meeting at which a
1382 quorum is in attendance, for the transaction of any business or the
1383 exercise of any power of the advisory committee, except as otherwise
1384 provided in this section.

1385 [(e)] (f) Notwithstanding any provision of the general statutes, it shall
1386 not constitute a conflict of interest for a trustee, director, partner or
1387 officer of any person, firm or corporation, or any individual having a
1388 financial interest in a person, firm or corporation, to serve as a member

1389 of the advisory committee, provided such trustee, director, partner,
1390 officer or individual complies with all applicable provisions of chapter
1391 10. All members of the advisory committee shall be deemed public
1392 officials and shall adhere to the code of ethics for public officials set forth
1393 in chapter 10, except that no member shall be required to file a statement
1394 of financial interest as described in section 1-83.

1395 [(f) The Technology Talent Advisory Committee shall, in the
1396 following order of priority, (1) calculate the number of software
1397 developers and other persons (A) employed in technology-based fields
1398 where there is a shortage of qualified employees in this state for
1399 businesses to hire, including, but not limited to, data mining, data
1400 analysis and cybersecurity, and (B) employed by businesses located in
1401 Connecticut as of December 31, 2016; (2) develop pilot programs to
1402 recruit software developers to Connecticut and train residents of the
1403 state in software development and such other technology fields, with
1404 the goal of increasing the number of software developers and persons
1405 employed in such other technology fields residing in Connecticut and
1406 employed by businesses in Connecticut by at least double the number
1407 calculated pursuant to subdivision (1) of this subsection by January 1,
1408 2026; and (3) identify other technology industries where there is a
1409 shortage of qualified employees in this state for growth stage businesses
1410 to hire.]

1411 (g) The Technology Talent and Innovation Fund Advisory
1412 Committee may partner with institutions of higher education and other
1413 nonprofit organizations to develop [pilot] programs [for (1) marketing
1414 and publicity campaigns designed to recruit technology talent to the
1415 state; (2) student loan deferral or forgiveness for students who start
1416 businesses in the state; and (3) training, apprenticeship and gap-year
1417 initiatives] to expand the technology talent pipeline in the state,
1418 including, but not limited to, in the fields of artificial intelligence and
1419 quantum computing.

1420 [(h) The Technology Talent Advisory Committee shall report, in
1421 accordance with the provisions of section 11-4a, and present such report

1422 to the joint standing committees of the General Assembly having
1423 cognizance of matters relating to commerce, education, higher
1424 education and finance, revenue and bonding on or before January 1,
1425 2017, concerning the (1) pilot programs developed pursuant to
1426 subsections (f) and (g) of this section, (2) number of software developers
1427 and persons employed in technology-based fields described in
1428 subsection (f) of this section targeted for recruitment pursuant to
1429 subsection (f) of this section, and (3) timeline and measures for reaching
1430 the recruitment target.]

1431 (h) Not later than July 1, 2027, the Technology Talent and Innovation
1432 Fund Advisory Committee shall partner with public and private
1433 institutions of higher education in the state and other training providers
1434 to develop programs in the field of artificial intelligence, including, but
1435 not limited to, in areas such as prompt engineering, artificial intelligence
1436 marketing for small businesses and artificial intelligence for small
1437 business operations.

1438 Sec. 28. Subdivision (6) of subsection (b) of section 32-235 of the 2026
1439 supplement to the general statutes is repealed and the following is
1440 substituted in lieu thereof (*Effective July 1, 2026*):

1441 (6) For the purpose of funding the costs of the Technology Talent and and
1442 Innovation Fund Advisory Committee established pursuant to section
1443 32-7p, as amended by this act, provided not more than ten million
1444 dollars may be used on or after July 1, 2023, for such purpose;

1445 Sec. 29. (NEW) (*Effective October 1, 2026*) Each employer that serves
1446 written notice on the Labor Department pursuant to 29 USC 2102(a), as
1447 amended from time to time, shall disclose to the department, in a form
1448 and manner prescribed by the Labor Commissioner, whether the layoffs
1449 that are the subject of such written notice are related to the employer's
1450 use of artificial intelligence or another technological change. As used in
1451 this section, "artificial intelligence" has the same meaning as provided
1452 in section 19 of this act.

1453 Sec. 30. Subsection (d) of section 10-145a of the general statutes is

1454 repealed and the following is substituted in lieu thereof (*Effective July 1,*
1455 *2026*):

1456 (d) On and after July 1, [2020] 2026, any program of teacher
1457 preparation leading to professional certification shall include, as part of
1458 the curriculum, instruction in computer science, which may include
1459 instruction in topics such as the responsible use of emerging
1460 technologies, and instruction in information technology skills as applied
1461 to student learning and classroom instruction that are grade-level and
1462 subject area appropriate.

1463 Sec. 31. (NEW) (*Effective from passage*) (a) Not later than January 1,
1464 2027, the Department of Economic and Community Development shall,
1465 within existing appropriations, develop and implement a program to
1466 bolster artificial intelligence cooperation within the state. The
1467 department shall develop and implement such program following
1468 consultation with an alliance representing the majority of public and
1469 private institutions of higher education in the state with respect to
1470 research coordination, workforce development and partnership
1471 concerning artificial intelligence.

1472 (b) The program developed and implemented pursuant to subsection
1473 (a) of this section shall:

1474 (1) At least annually, convene a research symposium to present and
1475 highlight artificial intelligence research in the state;

1476 (2) At least quarterly, convene a meeting of academic, industry and
1477 public institutions to identify the state's workforce, skill and
1478 programmatic needs with respect to artificial intelligence;

1479 (3) Include a talent-matching program that (A) matches students with
1480 industry-led projects in the field of artificial intelligence, including, but
1481 not limited to, industry-led projects focused on state and municipal use
1482 cases for artificial intelligence, and (B) implements an artificial
1483 intelligence talent pipeline;

1484 (4) At least annually, (A) conduct a competition that is open to the

1485 public, including, but not limited to, students, and requires competition
1486 participants to use artificial intelligence to help solve challenges
1487 identified by state agencies, and (B) not later than sixty days following
1488 completion of such competition, prepare a report disclosing potential
1489 solutions to, and best practices to address, such challenges and submit
1490 such report to the Commissioner of Economic and Community
1491 Development and the joint standing committee of the General Assembly
1492 having cognizance of matters relating to consumer protection, in
1493 accordance with the provisions of section 11-4a of the general statutes;

1494 (5) Foster connections between technology transfer programs at
1495 public and private institutions of higher education in the state;

1496 (6) Create a plan to provide researchers and students with shared
1497 access to high-performance computing; and

1498 (7) Collaborate with various industry partners to offer (A)
1499 coursework for workers concerning concepts related to artificial
1500 intelligence, including, but not limited to, coursework to improve
1501 workers' skills related to artificial intelligence, and (B) programs to
1502 educate residents of the state on concepts related to artificial
1503 intelligence, with a special focus on small and medium businesses.

1504 Sec. 32. Section 32-1o of the general statutes is repealed and the
1505 following is substituted in lieu thereof (*Effective from passage*):

1506 (a) As used in this section:

1507 (1) "Advanced manufacturing" has the same meaning as provided in
1508 subsection (a) of section 31-11ss;

1509 (2) "Artificial intelligence" means any machine-based system that, for
1510 any explicit or implicit objective, infers from the inputs such system
1511 receives how to generate outputs, including, but not limited to, content,
1512 decisions, predictions or recommendations, that can influence physical
1513 or virtual environments; and

1514 (3) "Quantum computing" means computing based on quantum

1515 mechanical effects, including, but not limited to, superposition and
1516 entanglement, in addition to classical digital manipulations.

1517 [(a)] (b) On or before July 1, 2015, and every four years thereafter, the
1518 Commissioner of Economic and Community Development, within
1519 available appropriations, shall prepare an economic development
1520 strategic plan for the state in consultation with the Secretary of the Office
1521 of Policy and Management, the Commissioners of Energy and
1522 Environmental Protection and Transportation, the Labor
1523 Commissioner, the executive directors of the Connecticut Housing
1524 Finance Authority and the Connecticut Health and Educational
1525 Facilities Authority, and the chief executive officer of Connecticut
1526 Innovations, Incorporated, or their respective designees, and any other
1527 agencies the Commissioner of Economic and Community Development
1528 deems appropriate.

1529 [(b)] (c) In developing the strategic plan, the Commissioner of
1530 Economic and Community Development shall:

1531 (1) Ensure that the strategic plan is consistent with (A) the text and
1532 locational guide map of the state plan of conservation and development
1533 adopted pursuant to chapter 297, and (B) the state's consolidated plan
1534 for housing and community development prepared pursuant to section
1535 8-37t;

1536 (2) (A) Consult regional councils of governments, regional planning
1537 organizations, regional economic development agencies, interested
1538 state and local officials, entities involved in economic and community
1539 development, stakeholders and business, economic, labor, community
1540 and housing organizations, and (B) for each strategic plan developed on
1541 or after July 1, 2026, consult with the Connecticut Academy of Science
1542 and Engineering;

1543 (3) (A) Consider [(A)] (i) regional economic, community and housing
1544 development plans, and [(B)] (ii) applicable state and local workforce
1545 investment strategies, and (B) for each strategic plan developed on or
1546 after July 1, 2026, consider plans to foster innovation in advanced

1547 manufacturing, artificial intelligence, quantum computing, robotics and
1548 other emerging technologies;

1549 (4) Assess and evaluate the economic development challenges and
1550 opportunities of the state and against the economic development
1551 competitiveness of other states and regions; and

1552 (5) Host regional forums to provide for public involvement in the
1553 planning process.

1554 [(c)] (d) The strategic plan required under this section shall include,
1555 but not be limited to, the following:

1556 (1) A review and evaluation of the economy of the state, including its
1557 strengths;

1558 (2) A review and analysis of factors, issues and forces that impact or
1559 impede economic development and responsible growth in Connecticut
1560 and its constituent regions;

1561 (3) An analysis of targeted industry sectors in the state that (A)
1562 identifies those industry sectors that are of current or future importance
1563 to the growth of the state's economy and to its global competitive
1564 position, (B) identifies what those industry sectors need for continued
1565 growth, and (C) identifies those industry sectors' current and potential
1566 impediments to growth;

1567 (4) Establishment and articulation of a vision for Connecticut that
1568 identifies where the state should be in the future;

1569 (5) Establishment of prioritized, clear and measurable goals and
1570 objectives for the state and regions and clear steps and strategies to
1571 achieve said goals and objectives, which may include, but shall not be
1572 limited to: (A) The promotion of economic development and
1573 opportunity, (B) the fostering of effective transportation access and
1574 choice including the use of airports and ports for economic
1575 development, (C) enhancement and protection of the environment, (D)
1576 maximization of the effective development and use of the workforce

1577 consistent with applicable state or local workforce investment strategy,
1578 (E) promotion of the use of technology in economic development,
1579 including access to high-speed telecommunications, and (F) the balance
1580 of resources through sound management of physical development;

1581 (6) Establishment of relevant measures that clearly identify and
1582 quantify (A) whether a goal and objective is being met at the state,
1583 regional, local and private sector level, and (B) cause and effect
1584 relationships, and provide a clear and replicable measurement
1585 methodology;

1586 (7) For each strategic plan developed on or after July 1, 2026, (A) a
1587 strategic technology plan to foster innovation in advanced
1588 manufacturing, artificial intelligence and quantum computing, and (B)
1589 an analysis of how the strategic technology plan will promote economic
1590 growth and development in the state;

1591 ~~[(7)]~~ (8) Recommendations on how the state can best achieve goals
1592 under the strategic plan; and

1593 ~~[(8)]~~ (9) Any other responsible growth information that the
1594 commissioner deems appropriate.

1595 ~~[(d)]~~ (e) On or before July 1, 2019, and every four years thereafter, the
1596 Commissioner of Economic and Community Development shall submit
1597 the economic development strategic plan for the state to the Governor
1598 for approval. The Governor shall review and approve or disapprove
1599 such plan not more than sixty days after submission. The plan shall be
1600 effective upon approval by the Governor or sixty days after the date of
1601 submission.

1602 ~~[(e)]~~ (f) Upon approval, the commissioner shall submit the economic
1603 development strategic plan to the joint standing committees of the
1604 General Assembly having cognizance of matters relating to commerce,
1605 planning and development, appropriations and the budgets of state
1606 agencies and finance, revenue and bonding. Not later than thirty days
1607 after such submission, the commissioner shall post the plan on the web

1608 site of the Department of Economic and Community Development.

1609 ~~[(f)]~~ (g) The commissioner, from time to time, may revise and update
1610 the strategic plan upon approval of the Governor. The commissioner
1611 shall post any such revisions on the web site of the Department of
1612 Economic and Community Development.

1613 Sec. 33. (NEW) (*Effective from passage*) (a) As used in this section,
1614 "artificial intelligence" has the same meaning as provided in section 32-
1615 1o of the general statutes, as amended by this act.

1616 (b) Not later than July 1, 2026, the Labor Commissioner shall, within
1617 existing appropriations, establish an Artificial Intelligence Workforce
1618 Research Hub within the Labor Department to (1) track the impact of
1619 artificial intelligence on the state's workforce, (2) conduct research to
1620 evaluate the impact of artificial intelligence on the state's workforce,
1621 including, but not limited to, the experiences of those members of the
1622 state's workforce whose employment has been impacted by artificial
1623 intelligence, and (3) produce recurring analyses, conduct scenario
1624 planning for a range of potential artificial intelligence impact levels and
1625 generate actionable insights to inform policy for training programs to
1626 mitigate any adverse impact of artificial intelligence on employment in
1627 the state.

1628 (c) Not later than October 1, 2026, and annually thereafter, the Labor
1629 Commissioner shall prepare a report detailing the impact, research,
1630 analyses, planning and insights described in subsection (b) of this
1631 section, and submit such report to the joint standing committees of the
1632 General Assembly having cognizance of matters relating to
1633 appropriations, labor and consumer protection, in accordance with the
1634 provisions of section 11-4a of the general statutes.

1635 Sec. 34. Subsection (b) of section 4-124w of the 2026 supplement to the
1636 general statutes is repealed and the following is substituted in lieu
1637 thereof (*Effective from passage*):

1638 (b) The department head of the Office of Workforce Strategy shall be

1639 the Chief Workforce Officer, who shall be appointed by the Governor in
1640 accordance with the provisions of sections 4-5 to 4-8, inclusive, with the
1641 powers and duties therein prescribed. The Chief Workforce Officer shall
1642 be qualified by training and experience to perform the duties of the
1643 office as set forth in this section and shall have knowledge of publicly
1644 funded workforce training programs. The Chief Workforce Officer shall:

1645 (1) Be the principal advisor for workforce development policy,
1646 strategy and coordination to the Governor;

1647 (2) Be the lead state official for the development of employment and
1648 training strategies and initiatives;

1649 (3) Be the chairperson of the Workforce Cabinet, which shall consist
1650 of agencies involved with employment and training, as designated by
1651 the Governor pursuant to section 31-3m. The Workforce Cabinet shall
1652 meet at the direction of the Governor or the Chief Workforce Officer;

1653 (4) Be the liaison between the Governor, the Governor's Workforce
1654 Council, established pursuant to section 31-3h and any local, regional,
1655 state or federal organizations and entities with respect to workforce
1656 development policy, strategy and coordination, including, but not
1657 limited to, implementation of the Workforce Innovation and
1658 Opportunity Act of 2014, P.L. 113-128, as amended from time to time;

1659 (5) Develop, and update as necessary, a state workforce strategy in
1660 consultation with the Governor's Workforce Council and the Workforce
1661 Cabinet and subject to the approval of the Governor. The Chief
1662 Workforce Officer shall submit, in accordance with the provisions of
1663 section 11-4a, the state workforce strategy to the joint standing
1664 committees of the General Assembly having cognizance of matters
1665 relating to appropriations, commerce, education, higher education and
1666 employment advancement, and labor and public employees at least
1667 thirty days before submitting such state workforce strategy to the
1668 Governor for his or her approval;

1669 (6) Develop, implement and promote (A) programs to improve the

1670 skills of the state's workforce in relation to artificial intelligence, and (B)
1671 a plan to create apprenticeships for technologists in the field of artificial
1672 intelligence. As used in this subdivision, "artificial intelligence" has the
1673 same meaning as provided in section 32-1o, as amended by this act;

1674 ~~[(6)]~~ (7) Coordinate workforce development activities (A) funded
1675 through state resources, (B) funded through funds received pursuant to
1676 the Workforce Innovation and Opportunity Act of 2014, P.L. 113-128, as
1677 amended from time to time, or (C) administered in collaboration with
1678 any state agency for the purpose of furthering the goals and outcomes
1679 of the state workforce strategy approved by the Governor pursuant to
1680 subdivision (5) of this subsection and the workforce development plan
1681 developed by the Governor's Workforce Council pursuant to the
1682 provisions of section 31-11p;

1683 ~~[(7)]~~ (8) Collaborate with the regional workforce development boards
1684 to adapt the best practices for workforce development established by
1685 such boards for state-wide implementation, if possible;

1686 ~~[(8)]~~ (9) Coordinate measurement and evaluation of outcomes across
1687 education and workforce development programs, in conjunction with
1688 state agencies, including, but not limited to, the Labor Department, the
1689 Department of Education and the Office of Policy and Management;

1690 ~~[(9)]~~ (10) Notwithstanding any provision of the general statutes,
1691 review any state plan for each program set forth in Section 103(b) of the
1692 Workforce Innovation and Opportunity Act of 2014, P.L. 113-128, as
1693 amended from time to time, before such plan is submitted to the
1694 Governor;

1695 ~~[(10)]~~ (11) Establish methods and procedures to ensure the maximum
1696 involvement of members of the public, the legislature and local officials
1697 in workforce development policy, strategy and coordination;

1698 ~~[(11)]~~ (12) In conjunction with one or more state agencies enter into
1699 such contractual agreements, in accordance with established procedures
1700 and the approval of the Secretary of the Office of Policy and

1701 Management, as may be necessary to carry out the provisions of this
1702 section. The Chief Workforce Officer may enter into agreements with
1703 other state agencies for the purpose of performing the duties of the
1704 Office of Workforce Strategy, including, but not limited to,
1705 administrative, human resources, finance and information technology
1706 functions;

1707 [(12)] (13) Market and communicate the state workforce strategy to
1708 ensure maximum engagement with students, trainees, job seekers and
1709 businesses while effectively elevating the state's workforce profile
1710 nationally;

1711 [(13)] (14) For the purposes of subsection (a) of section 10-21c identify
1712 subject areas, courses, curriculum, content and programs that may be
1713 offered to students in elementary and high school in order to improve
1714 student outcomes and meet the workforce needs of the state;

1715 [(14)] (15) Issue guidance to state agencies, the Governor's Workforce
1716 Council and regional workforce development boards in furtherance of
1717 the state workforce strategy and the workforce development plan
1718 developed by the Governor's Workforce Council pursuant to the
1719 provisions of section 31-11p. Such guidance shall be approved by the
1720 Secretary of the Office of Policy and Management, allow for a reasonable
1721 period for implementation and take effect not less than thirty days from
1722 such approval. The Chief Workforce Officer shall consult on the
1723 development and implementation of any guidance with the agency,
1724 council or board impacted by such guidance;

1725 [(15)] (16) Coordinate, in consultation with the Labor Department
1726 and regional workforce development boards to ensure compliance with
1727 state and federal laws for the purpose of furthering the service
1728 capabilities of programs offered pursuant to the Workforce Innovation
1729 and Opportunity Act, P.L. 113-128, as amended from time to time, and
1730 the United States Department of Labor's American Job Center system;

1731 [(16)] (17) Coordinate, in consultation with the Department of Social
1732 Services, with community action agencies to further the state workforce

1733 strategy; and

1734 ~~[(17)] (18)~~ Take any other action necessary to carry out the provisions
1735 of this section.

1736 Sec. 35. Subdivision (3) of subsection (a) of section 4-124hh of the
1737 general statutes is repealed and the following is substituted in lieu
1738 thereof (*Effective from passage*):

1739 (3) Develop seamlessly articulated career development programs in
1740 workforce shortage areas forecasted pursuant to subdivision ~~[(10)] (11)~~
1741 of subsection (b) of section 4-124w, as amended by this act, in
1742 collaboration with technical education and career schools and other
1743 secondary schools and institutions of higher education;

1744 Sec. 36. (NEW) (*Effective from passage*) (a) As used in this section,
1745 "artificial intelligence" has the same meaning as provided in section 32-
1746 1o of the general statutes, as amended by this act.

1747 (b) Not later than July 1, 2026, the Office of Health Strategy, in
1748 consultation with the Departments of Public Health, Economic and
1749 Community Development and Administrative Services, shall, within
1750 existing appropriations, create a program to use artificial intelligence to
1751 enhance health outcomes for residents of the state. As part of such
1752 program, the office shall:

1753 (1) Work with the State-wide Health Information Exchange,
1754 established under section 17b-59d of the general statutes, to provide
1755 private health data, after removing all personally identifying
1756 information from such health data, to researchers for the purpose of
1757 piloting systems that incorporate artificial intelligence; and

1758 (2) At least annually, in collaboration with the medical schools in the
1759 state and an alliance representing the majority of public and private
1760 institutions of higher education in the state with respect to research
1761 coordination, workforce development and partnership with industry
1762 concerning artificial intelligence, (A) conduct a competition that is open
1763 to the public, including, but not limited to, students, and focused on

1764 artificial intelligence use cases in health care, and (B) not later than sixty
1765 days following completion of such competition, prepare a report
1766 disclosing the results of such competition to the Commissioners of
1767 Health Strategy, Public Health, Economic and Community
1768 Development and Administrative Services and, in accordance with the
1769 provisions of section 11-4a of the general statutes, the joint standing
1770 committees of the General Assembly having cognizance of matters
1771 relating to public health and consumer protection.

1772 Sec. 37. (NEW) (*Effective October 1, 2026*) (a) As used in this section:

1773 (1) "Artificial intelligence" has the same meaning as provided in
1774 section 19 of this act;

1775 (2) "Artificial intelligence user" means any person who uses artificial
1776 intelligence in the conduct of any trade or commerce;

1777 (3) "Commerce" has the same meaning as provided in section 42-110a
1778 of the general statutes;

1779 (4) "Commissioner" means the Commissioner of Consumer
1780 Protection;

1781 (5) "Department" means the Department of Consumer Protection;

1782 (6) "Person" has the same meaning as provided in section 42-110a of
1783 the general statutes; and

1784 (7) "Trade" has the same meaning as provided in section 42-110a of
1785 the general statutes.

1786 (b) (1) An artificial intelligence user may submit to the department,
1787 in a form and manner prescribed by the commissioner, an application
1788 for approval of a proposed safe harbor program, which program may
1789 be administered by a third party. Each application submitted to the
1790 department under this subdivision shall include:

1791 (A) An explanation of (i) the applicant artificial intelligence user's
1792 business model, and (ii) the technological capabilities and mechanisms

1793 that will be used to assess each artificial intelligence user's fitness to
1794 participate in the proposed safe harbor program;

1795 (B) Proposed guidelines for the artificial intelligence users that
1796 participate in the proposed safe harbor program;

1797 (C) The applicant artificial intelligence user's commentary, if any,
1798 concerning the proposed guidelines submitted pursuant to
1799 subparagraph (B) of this subdivision;

1800 (D) A comparison of each provision of the proposed guidelines
1801 submitted pursuant to subparagraph (B) of this subdivision and the
1802 corresponding provision or provisions of sections 42-515 to 42-526,
1803 inclusive, 42-528 to 42-529e, inclusive, or 42-110a to 42-110q, inclusive,
1804 of the general statutes, if any, to the extent applicable to artificial
1805 intelligence users;

1806 (E) An explanation of how the proposed guidelines submitted
1807 pursuant to subparagraph (B) of this subdivision, and the assessment
1808 mechanisms to be used by the proposed safe harbor program, satisfy the
1809 requirements established in sections 42-515 to 42-526, inclusive, 42-528
1810 to 42-529e, inclusive, and 42-110a to 42-110q, inclusive, of the general
1811 statutes, to the extent applicable to artificial intelligence users;

1812 (F) Any information the commissioner requires to determine that (i)
1813 the applicant artificial intelligence user is in compliance with the
1814 provisions of sections 42-515 to 42-526, inclusive, 42-528 to 42-529e,
1815 inclusive, and 42-110a to 42-110q, inclusive, of the general statutes, to
1816 the extent applicable to such artificial intelligence user, and (ii) the
1817 proposed safe harbor program (I) will include an independent
1818 assessment mechanism that is mandatory, effective, capable of
1819 determining whether a participating artificial intelligence user is in
1820 compliance with the proposed guidelines submitted pursuant to
1821 subparagraph (B) of this subdivision and provides for a comprehensive
1822 review of all participating artificial intelligence users' policies, practices
1823 and representations concerning information privacy and security,
1824 which review shall be conducted at least annually, and (II) will take

1825 disciplinary action against any participating artificial intelligence user
1826 that fails to comply with the proposed guidelines submitted pursuant to
1827 subparagraph (B) of this subdivision;

1828 (G) The address of an Internet web site to be maintained by or on
1829 behalf of the proposed safe harbor program for the purposes of such
1830 program; and

1831 (H) Any other information the commissioner requires for the
1832 purposes of this subdivision.

1833 (2) Not later than five days after the department receives an
1834 application submitted under subdivision (1) of this subsection, the
1835 commissioner, or the commissioner's designee, shall publish on the
1836 department's Internet web site an invitation seeking public comment on
1837 such application.

1838 (3) (A) Not later than one hundred eighty days after the department
1839 receives an application submitted under subdivision (1) of this
1840 subsection, the commissioner, or the commissioner's designee, shall
1841 issue a written decision, in a form and manner prescribed by the
1842 commissioner, approving or denying such application, and shall send a
1843 copy of such written decision to the applicant artificial intelligence user.

1844 (B) Notwithstanding the provisions of subparagraph (A) of this
1845 subdivision, the commissioner may revoke any approval granted under
1846 subparagraph (A) of this subdivision if the commissioner determines, in
1847 the commissioner's discretion, that the approved safe harbor program
1848 guidelines do not, or the implementation of such guidelines does not,
1849 meet the requirements established in this section.

1850 (4) An approved safe harbor program may amend the approved
1851 guidelines for participating artificial intelligence users, provided:

1852 (A) The approved safe harbor program submits to the department, in
1853 a form and manner prescribed by the commissioner, (i) the amended
1854 guidelines, and (ii) an explanation of how the amended guidelines differ
1855 from the approved guidelines; and

1856 (B) The commissioner, or the commissioner's designee, reviews and
1857 approves the amended guidelines in the manner set forth in
1858 subdivisions (2) and (3) of this subsection.

1859 (c) (1) Notwithstanding any provision of the general statutes, an
1860 artificial intelligence user that is participating in an approved safe
1861 harbor program shall be deemed to be in compliance with the provisions
1862 of sections 42-515 to 42-526, inclusive, 42-528 to 42-529e, inclusive, and
1863 42-110a to 42-110q, inclusive, of the general statutes, to the extent
1864 applicable to the participating artificial intelligence user, if such
1865 participating artificial intelligence user is in compliance with the
1866 approved safe harbor program guidelines. In considering whether to
1867 initiate an investigation or enforcement action against a participating
1868 artificial intelligence user for a violation of any provision of sections 42-
1869 515 to 42-526, inclusive, 42-528 to 42-529e, inclusive, or 42-110a to 42-
1870 110q, inclusive, of the general statutes, to the extent applicable to the
1871 participating artificial intelligence user, the commissioner shall
1872 consider: (A) The history of the participating artificial intelligence user's
1873 participation in the approved safe harbor program; (B) whether the
1874 participating artificial intelligence user has taken any action to cure the
1875 violation; and (C) whether the violation resulted in any disciplinary
1876 action required under subparagraph (F)(ii)(II) of subdivision (1) of
1877 subsection (b) of this section.

1878 (2) Notwithstanding the provisions of sections 42-515 to 42-526,
1879 inclusive, 42-528 to 42-529e, inclusive, or 42-110a to 42-110q, inclusive,
1880 of the general statutes, if a participating artificial intelligence user is
1881 alleged to have violated any provision of said sections, the participating
1882 artificial intelligence user shall have at least ten days to cure such
1883 violation, and the commissioner shall not take any enforcement action
1884 against such participating artificial intelligence user during such ten-
1885 day period, provided the approved safe harbor program has certified
1886 that such participating artificial intelligence user is in compliance with
1887 the approved guidelines for such approved safe harbor program.

1888 (d) (1) Each approved safe harbor program shall post, in a prominent

1889 and publicly accessible location on such approved safe harbor
1890 program's Internet web site, a list identifying each artificial intelligence
1891 user that is participating in such approved safe harbor program. Each
1892 approved safe harbor program shall update such list at least once every
1893 six months to ensure that such list remains accurate.

1894 (2) Each approved safe harbor program shall promptly respond to
1895 any request such program receives from the commissioner, or the
1896 commissioner's designee, seeking information concerning such
1897 program.

1898 (3) Each approved safe harbor program shall maintain records
1899 concerning each consumer complaint such program receives concerning
1900 any alleged violation of the approved guidelines by a participating
1901 artificial intelligence user, any disciplinary action taken against a
1902 participating artificial intelligence user pursuant to subparagraph
1903 (F)(ii)(II) of subdivision (1) of subsection (b) of this section and the
1904 results of each independent assessment performed pursuant to the
1905 independent assessment mechanism included pursuant to
1906 subparagraph (F)(ii)(I) of subdivision (1) of subsection (b) of this section
1907 for a period of at least three years. Each approved safe harbor program
1908 shall make such records available to the commissioner, or the
1909 commissioner's designee, in a form and manner prescribed by the
1910 commissioner.

1911 (e) (1) Not later than October 15, 2027, and annually thereafter, each
1912 approved safe harbor program shall submit a report to the department,
1913 in a form and manner prescribed by the commissioner, that includes the
1914 following for the twelve-month period ending on the preceding
1915 September thirtieth: (A) The identity of each artificial intelligence user
1916 that participated in such program; (B) the identity of each artificial
1917 intelligence user that discontinued participation in such program; (C) a
1918 description of such program's business model; (D) a description of any
1919 additional services such program provided to participating artificial
1920 intelligence users, including, but not limited to, any training such
1921 program provided to participating artificial intelligence users; (E) a copy

1922 of any consumer complaints such program received concerning any
 1923 participating artificial intelligence user's violation of the approved
 1924 guidelines for participating artificial intelligence users; (F) a summary
 1925 of the results of all independent assessments conducted as part of the
 1926 independent assessment mechanism included pursuant to
 1927 subparagraph (F)(ii)(I) of subdivision (1) of subsection (b) of this section;
 1928 (G) a description of each disciplinary action taken against a participating
 1929 artificial intelligence user pursuant to subparagraph (F)(ii)(II) of
 1930 subdivision (1) of subsection (b) of this section; and (H) a description of
 1931 the process used to determine whether a participating artificial
 1932 intelligence user was the subject of any disciplinary action taken
 1933 pursuant to subparagraph (F)(ii)(II) of subdivision (1) of subsection (b)
 1934 of this section.

1935 (2) Not later than October 1, 2029, and triennially thereafter, each
 1936 approved safe harbor program shall submit to the department, in a form
 1937 and manner prescribed by the commissioner, a report disclosing (A) the
 1938 technological capabilities of such safe harbor program, and (B) the
 1939 mechanisms such safe harbor program uses to assess an artificial
 1940 intelligence user's fitness to participate in such safe harbor program.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2026</i>	New section
Sec. 2	<i>October 1, 2026</i>	New section
Sec. 3	<i>July 1, 2027</i>	New section
Sec. 4	<i>January 1, 2027</i>	New section
Sec. 5	<i>January 1, 2027</i>	New section
Sec. 6	<i>January 1, 2027</i>	New section
Sec. 7	<i>October 1, 2026</i>	New section
Sec. 8	<i>October 1, 2026</i>	New section
Sec. 9	<i>October 1, 2026</i>	New section
Sec. 10	<i>October 1, 2026</i>	New section
Sec. 11	<i>October 1, 2026</i>	New section
Sec. 12	<i>October 1, 2026</i>	New section
Sec. 13	<i>October 1, 2026</i>	New section
Sec. 14	<i>October 1, 2026</i>	46a-60

Sec. 15	<i>October 1, 2026</i>	New section
Sec. 16	<i>October 1, 2026</i>	5-270
Sec. 17	<i>October 1, 2026</i>	New section
Sec. 18	<i>from passage</i>	New section
Sec. 19	<i>July 1, 2026</i>	New section
Sec. 20	<i>July 1, 2026</i>	New section
Sec. 21	<i>January 1, 2027</i>	New section
Sec. 22	<i>January 1, 2027</i>	New section
Sec. 23	<i>January 1, 2027</i>	New section
Sec. 24	<i>January 1, 2027</i>	17b-751b(b)
Sec. 25	<i>July 1, 2026</i>	New section
Sec. 26	<i>July 1, 2026</i>	10-21l
Sec. 27	<i>July 1, 2026</i>	32-7p
Sec. 28	<i>July 1, 2026</i>	32-235(b)(6)
Sec. 29	<i>October 1, 2026</i>	New section
Sec. 30	<i>July 1, 2026</i>	10-145a(d)
Sec. 31	<i>from passage</i>	New section
Sec. 32	<i>from passage</i>	32-1o
Sec. 33	<i>from passage</i>	New section
Sec. 34	<i>from passage</i>	4-124w(b)
Sec. 35	<i>from passage</i>	4-124hh(a)(3)
Sec. 36	<i>from passage</i>	New section
Sec. 37	<i>October 1, 2026</i>	New section

Statement of Legislative Commissioners:

In Section 1(b), "with a consumer" was added for clarity; in Section 2(a)(6), "subsection (a) of" was deleted for consistency with standard drafting conventions; in Section 2(f), "subsections (b) to (d)" was changed to "any provision of subsections (b) to (d)" for clarity; in Section 15(b), "Beginning on" was changed to "On and after" for consistency with standard drafting conventions; in Section 18(a), "subsection (b) of" was deleted for consistency with standard drafting conventions; in Section 23, "of the state" was added for clarity; in Section 24(b)(1)(B), "of infants and young children served by any such program" was added for clarity; in Section 31(b)(4)(B), provisions were redrafted for clarity; Section 34(b)(6) was divided into Subparas. for clarity; and in Section 36(b)(1), "to pilot systems incorporating" was changed to "for the purpose of piloting systems that incorporate" for clarity.

GL *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 \$
Office of Health Strategy	GF - Cost	2 million	2 million
Attorney General	GF - Cost	483,556	628,075
Consumer Protection, Dept.	GF - Cost	783,055	366,740
Department of Economic & Community Development	GF - Cost	325,000	325,000
Labor Dept.	GF - Cost	225,674	220,674
State Comptroller - Fringe Benefits ¹	GF - Cost	464,289	566,700
Human Rights & Opportunities, Com.; Legislative Mgmt.	GF - Potential Cost	See Below	See Below
Resources of the General Fund	GF - Potential Revenue Gain	See Below	See Below

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill makes various requirements and establishes various programs related to artificial intelligence (AI) resulting in the fiscal impact described below.

Sections 1, 2, and 37 create multiple enforcement provisions² for the Department of Consumer Protection (DCP) over artificial intelligence and require DCP to oversee an AI safe harbor program resulting in a

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.

²The enforcement provisions include enforcing a new unfair trade practice violation for consumer-based AI subscriptions, regulating frontier developers, and administering an AI safe harbor program.

cost to the state. To meet the requirements of the bill DCP will need to hire four additional employees³ for a salary and other expenses cost of \$283,055 in FY 27 and \$366,740 in FY 28, along with associated fringe benefit costs of \$113,372 in FY 27 and \$151,163 in FY 28. DCP will also need to hire a consultant for an approximate cost of \$500,000 in FY 27 to help set-up the safe harbor program and train the new staff to properly evaluate these applications.

Section 2 also allows DCP to impose civil penalties of up to \$1,000 per violation resulting in a potential revenue gain to the General Fund to the extent violations occur.

Section 3 has no fiscal impact by requiring the Department of Economic and Community Development (DECD) to develop a plan to establish an Artificial Intelligence regulatory sandbox program. It is anticipated that DECD will consult with the state agencies outlined in the bill to develop the plan within existing resources.

Sections 4-13 create a regulatory structure for the artificial intelligence market and task the Office of the Attorney General (OAG) with regulating and enforcing⁴ the requirements of the bill resulting in a cost to the agency.

The OAG will require additional staffing to fulfill the bill's regulatory requirements related to the new and expanding field of artificial intelligence. Due to the anticipated workload requirements and required technical expertise, the OAG will need to hire seven additional employees for a cost of \$483,556 in FY 27⁵ and \$628,075 in FY 28, along with associated fringe benefit costs of \$193,859 in FY 27 and \$258,479 in FY 28. The new employees consist of three assistant attorney generals, two information technology analysts, one program manager, and one

³The new employees include two staff attorney's, one license and applications specialist, and one legal program manager.

⁴Per section 13 of the bill, violations constitute an unfair trade practice which are investigated and enforced by the OAG.

⁵FY 27 costs reflect 9 months of expenditures due to these sections having a 10/1/26 effective date.

paralegal specialist.

These sections also include various civil penalties (ranging from \$15,000 to \$25,000) resulting in a potential revenue gain to the General Fund to the extent violations occur.

Section 14 expands the definition of a "discriminatory practice" under the Commission on Human Rights and Opportunities (CHRO) laws to include: (1) failure to disclose use of an automated employment-related decision process (AEDP), including which data will be used and the trade name of the software, and (2) using AEDP in personnel decisions and discriminating based on protected status, resulting in a minimal potential cost⁶ and potential revenue gain to CHRO beginning in FY 27.

The exact cost and revenue gain will depend on the number of additional CHRO proceedings brought and fines imposed in response to this section. These impacts are expected to be minimal.

Section 17, which places certain limitations on the state with regard to the use of AI for collective bargaining purposes, results in no fiscal impact to the state.

Section 18 allows legislative leaders to request a liaison from the Connecticut Academy of Science and Engineering (CASE) resulting in a potential cost to the Office of Legislative Management (OLM)⁷ to the extent legislative leaders request a liaison and CASE increases their contract fee with OLM.

Section 20 creates a working group to make certain recommendations concerning artificial intelligence resulting in no fiscal impact to the state as the working group has the resources and expertise to meet the requirements of the bill.

⁶This cost is associated with additional staff time, materials, and resources required to facilitate additional proceedings.

⁷OLM contracts with CASE for their services and paid them \$219,000 in FY 26.

Section 21 requires the Department of Labor (DOL) to provide a notice about the courses and services offered by the Connecticut AI Academy, which the bill creates, to each individual who makes a claim for unemployment compensation. This results in a cost to the DOL of \$1,000 in FY 27 related to vendor costs needed to make changes to ReEmployCT to include such notice.⁸

Section 25 creates a Connecticut technology advisory board resulting in no fiscal impact to the state as the board has the resources and expertise to meet the requirements of the bill.

Section 26 has no fiscal impact. It expands the possible uses of the computer science education account but does not change the funding source for the account, or the amount of expenditures from the account. The account is not currently funded.

Sections 27 - 28 repurpose the Technology Talent and Advisory Committee by requiring them to develop programs in the field of artificial intelligence. Future General Fund debt service costs may be incurred sooner under the bill to the degree that it causes authorized General Obligation (GO) bond funds authorized for the Manufacturing Assistance Act, available to the Technology Talent and Advisory Committee, to be expended more rapidly than they otherwise would have been. The bill does not change GO bond authorizations relevant to the program.

Section 30 specifies that teacher preparation programs may include instruction on the responsible use of emerging technologies, which has no fiscal impact as the change is clarifying.

Section 31 results in an annual cost of up to \$398,200 to the state to develop and implement a program to bolster artificial intelligence cooperation within the state. DECD will require one full-time community development specialist and one full-time administrative assistant at an annual cost of \$248,200 (\$175,000 salary and \$73,200 in

⁸Currently, individuals apply for unemployment benefits via ReEmployCT, the DOL's unemployment tax and benefits system.

fringe benefits) to manage the program.

It is also anticipated that DECD will require consulting services at an annual cost of \$150,000 to implement certain facets of the program, including conducting an open competition using AI; creating a plan to provide researchers and students with access to high performing computers; and collaborating with industry partners to offer AI related course work. This cost may be partially offset to the extent that DECD is able to consult with higher education institutions and other relevant state agencies to complete these duties.

Section 32 has no fiscal impact by expanding the state economic strategic plan which is required every four years to include plans to foster innovation in advanced manufacturing, artificial intelligence and quantum computing. The bill requires DECD to collaborate with the Connecticut Academy of Science and Engineering to complete this requirement.

Section 33 requires the DOL to establish an AI Workforce Research Hub to track, research, and analyze the impact of AI on the state's workforce. This results in a cost to the (1) DOL of \$224,674 in FY 27 and \$220,674 in FY 28 and (2) State Comptroller - Fringe Benefits account of \$83,858 in each of FY 27 and FY 28.

The costs identified above reflect the hiring of one associate economist (annualized cost of \$110,792 for salary, \$11,135 for overhead, and \$46,333 for fringe benefits) and one research assistant (annualized cost of \$89,730 for salary, \$9,018 for overhead, and \$37,525 for fringe benefits).

Sections 34 & 35 have no fiscal impact by requiring the Office of Workforce Strategy (OWS) to develop, implement and promote programs to improve the skills of the state's workforce in relation to artificial intelligence. OWS has already established workforce initiatives using a \$5 million bond allocation which fit the scope of the bill, including the Tech Talent Accelerator program and AI Skills for Jobs

program.⁹

Section 36 requires the Office of Health Strategy (OHS) to establish a program using artificial intelligence to improve health outcomes in Connecticut and results in an annual cost of \$2 million beginning in FY 27 to OHS. This includes costs of \$1.5 million to contract with OHS's vendor to meet the technical and legal requirements involved in the de-identification and release of clinical data.

The bill also requires OHS to host a yearly competition aimed at developing additional ideas of how to utilize artificial intelligence to improve healthcare outcomes. This results in an annual cost of \$500,000 beginning in FY 27 for an outside consultant to design and administer the competition and prepare a report summarizing the results.

The bill also makes various changes regarding artificial intelligence resulting in no fiscal impact to the state.

The Out Years

The annualized ongoing fiscal impact identified above will continue into the future subject to employee wage increases, the number of violations, and inflation.

⁹Per [OWS testimony](#) to the Appropriations Committee, March 2, 2026.

OLR Bill Analysis**sSB 5****AN ACT CONCERNING ONLINE SAFETY.**

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[§§ 7-14 — AUTOMATED EMPLOYMENT-RELATED DECISIONS](#)

Requires those who use an automated decision process in making an employment-related decision to give certain disclosures and a written notice with certain information, with different requirements for adverse decisions; prohibits an employer from using such an automated process in a way that causes the employer to discriminate against someone based on certain traits (for example, race, religion, or gender identity)

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Generally imposes requirements on AI developers of models that can generate synthetic digital content

§§ 16 & 17 — STATE EMPLOYEE COLLECTIVE BARGAINING AGREEMENT AND AI USE

Prohibits AI technology from being used by or on behalf of the state as an employer during the term of a collective bargaining agreement, to modify or impair, among other things, the agreement in any way (such as reducing wages and fringe benefits or assuming the employee's duties and functions)

§ 18 — CONNECTICUT ACADEMY OF SCIENCE AND ENGINEERING (CASE) LIAISON

Allows four legislative leaders to request CASE members to serve as a liaison between the academy and state government; requires liaisons to serve certain purposes, such as evaluating the adoption of AI systems by businesses

§§ 19 & 21-24 — CONNECTICUT AI ACADEMY

Requires BOR to establish a "Connecticut AI Academy" to curate and offer online courses on AI and its responsible use; requires DOL, SOTS, DOH, and the early childhood commissioner to give certain information about the academy to specific people and businesses

§ 20 — AI WORKING GROUP

Establishes a working group within the Legislative Department to engage stakeholders and experts to make recommendations on certain AI-related issues; requires the group to report by February 1, 2027

§ 25 — CONNECTICUT TECHNOLOGY ADVISORY BOARD

Establishes a Connecticut Technology Advisory Board within the Legislative Department to develop and adopt a state technology strategy to promote education, workforce development, economic development, and consumer protection, among other things

§ 26 — COMPUTER SCIENCE EDUCATION AND WORKFORCE DEVELOPMENT ACCOUNT

Expands the purposes of the "computer science education account" to allow SDE to make expenditures to support workforce development initiatives

§§ 27 & 28 — TECHNOLOGY TALENT AND INNOVATION FUND ADVISORY COMMITTEE

Repurposes the "Technology Talent Advisory Committee" to develop programs to expand the state's technology talent pipeline in the fields of AI and quantum computing

§ 29 — LAYOFF NOTICES

Requires each employer that serves notice before plant closings and mass layoffs to disclose whether the layoffs are related to the employer's use of AI or another technological change

§ 30 — TEACHER CERTIFICATION PREPARATION PROGRAM

Specifically allows teacher certification preparation programs to include instruction on responsible use of emerging technologies

§ 31 — PROGRAM TO BOLSTER AI COOPERATION

Requires DECD, within existing appropriations, to develop and implement a program to bolster AI cooperation within the state

§ 32 — ECONOMIC DEVELOPMENT STRATEGIC PLAN

Requires the DECD commissioner, for strategic plans developed on or after July 1, 2026, to consult CASE and consider and include plans to foster innovation in areas such as advanced manufacturing, AI, and quantum computing

§ 33 — AI WORKFORCE RESEARCH HUB

Requires the DOL commissioner, within existing appropriations, to establish an AI Workforce Research Hub to track and research AI's impact on the state's workforce and produce recurring analyses on AI's impact

§§ 34 & 35 — OFFICE OF WORKFORCE STRATEGY

Requires the chief workforce officer to develop, implement, and promote programs to improve the state workforce's AI-related skills and a plan to create related apprenticeships

§ 36 — AI PROGRAM TO ENHANCE HEALTH OUTCOMES

Requires OHS, in consultation with others and within available appropriations, to create a program to use AI to enhance health outcomes for Connecticut residents

§ 37 — SAFE HARBOR PROGRAM

Allows AI users to use a safe harbor program that provides them (1) certain legal protections from the CTDPA and CUTPA if they comply with program guidelines and (2) an opportunity to cure; requires applicants to give DCP certain explanations and proposed program guidelines for approval and public comment; requires safe harbor programs to annually submit a report to DCP with certain information on the program, its users, and complaints

BACKGROUND

SUMMARY

This bill adds various requirements and establishes and repurposes certain programs related to artificial intelligence (AI). Among other things, the bill requires various entities to make AI-related disclosures, sets requirements for AI companions, provides certain employment-related protections, sets requirements for synthetic content, and establishes study-related groups or reporting requirements, as described in the section-by-section analysis below.

EFFECTIVE DATE: October 1, 2026, except when otherwise noted below.

§ 1 — AI SUBSCRIPTION DISCLOSURE REQUIREMENT

Prohibits subscription-based providers of AI technology from entering or renewing a subscription unless they give consumers a written notice disclosing the subscription's key terms and conditions

The bill prohibits in-state providers of paid subscriptions for AI technology from entering or renewing a subscription with an in-state consumer, unless the provider gives the consumer a written notice with

the subscription’s key terms and conditions. “AI technology” means any computer system, application, or other product that uses or incorporates one or more forms of AI, which is any machine-based system that, for any explicit or implicit objective, infers from the inputs it receives how to generate outputs (including content, decisions, predictions, or recommendations) that can influence physical or virtual environments.

The Department of Consumer Protection (DCP) commissioner sets the form of the notice, and it must include at least:

1. for initial subscriptions, any quantitative or qualitative limitations the provider may impose under the subscription terms, including any limitations due to the consumer’s conduct; and
2. for renewals, any such limitations that (a) will be imposed for the first time during the renewal term or (b) were imposed for the prior term but have been modified for the renewal term.

The bill (1) requires the DCP commissioner to adopt regulations to implement these provisions and (2) makes their violation a Connecticut Unfair Trade Practices Act violation (CUTPA, see BACKGROUND).

§ 2 — FRONTIER DEVELOPER EMPLOYEE WHISTLEBLOWER PROTECTIONS

Prohibits frontier developers (those that train large-scale AI models using a large quantity of computing power) from disciplining or penalizing a whistleblower employee or certain other employees for reporting certain catastrophic risks (for example, a material contribution to the death of 50 or more people); requires large frontier developers (those that had annual gross revenues of more than \$500 million last year) to establish and maintain a reasonable internal process for anonymous reporting of certain catastrophic risks

Whistleblower Protection

The bill prohibits frontier developers from making, adopting, enforcing, or entering into any rule, regulation, policy, or contract that allows:

1. the developer to discharge, discipline, or penalize an employee who has engaged in any activity covered by Connecticut’s

whistleblower laws (reporting illegal conduct or suspected illegal conduct to the proper authorities or participating in its investigation); or

2. any person (individual or entity) with authority over a covered employee, or an employee with investigatory or similar authority, to discharge, discipline, or penalize a covered employee for reporting an issue when the report was due to a reasonable belief that the developer did something that poses a specific and substantial danger to public health or safety due to a catastrophic risk.

Definitions

Under the bill, a “frontier developer” is any person doing business in Connecticut who intends to train, begins the training of, or trains a frontier model and uses, or intends to use, a quantity of computing power over a specified level, including computing power used for original training and for changes to a preceding foundation model (any engineered or machine-based system that (1) varies in its autonomy level; (2) for any objective, can infer from inputs how to generate outputs that can influence any physical or virtual environment; (3) is trained on a broad data set; (4) is designed for generality of output; and (5) can adapt to a wide range of distinctive tasks).

Generally, a “covered employee” is any frontier developer employee responsible for assessing, managing, or addressing certain serious risks, such as (1) harm due to the materialization of any catastrophic risk, (2) loss of control over a foundation model that results in any death or bodily injury, or (3) a foundation model using deceptive techniques against its developer under specified conditions.

“Catastrophic risk” means any foreseeable and material risk that a foundation model’s development, storage, use, or deployment by a frontier developer will materially contribute to the death of, or serious injury to, more than 50 people, or more than \$1 billion in damage to or loss of covered property, from any single incident where the model:

1. provides expert-level assistance in creating or releasing a chemical, biological, radiological, or nuclear weapon;
2. engages in any conduct, with no meaningful human oversight, intervention, or supervision, that (a) is a malicious act to collect, disrupt, deny, degrade, or destroy any engineered or machine-based system or any information stored on, or processed by, the system, or (b) would be murder, assault, larceny, or theft, including larceny or theft by extortion, false pretense, or false promise, if done by a human; or
3. evades the frontier developer's or foundational model user's control.

It does not include any foreseeable and material risk posed by (1) any information that a foundation model outputs that is otherwise publicly accessible, in a substantially similar form, from another source, (2) any lawful activity of the federal government, or (3) any combination of a foundation model with other software if the foundation model did not materially increase the risk.

Large Frontier Developers Anonymous Reporting Process

The bill requires each large frontier developer (those that had annual gross revenues of more than \$500 million in the prior year), by January 1, 2027, to establish and maintain a reasonable internal process allowing covered employees to anonymously report any information that the employee believes, in good faith, indicates that the developer has engaged in any activity posing a specific and substantial danger to the public health or safety due to a catastrophic risk.

Upon receiving the report, a large frontier developer must review the disclosed information and investigate to determine whether it shows that the developer has engaged in any activity posing this danger. If yes, then the developer must immediately take action to eliminate the danger.

As part of the reasonable internal process, the developer must give monthly updates to any covered employee who submits a report:

1. in a way that preserves the employee's anonymity;
2. disclosing the investigation status and any actions the developer took in response to the report; and
3. until the developer provides a final monthly update disclosing that the developer has reviewed the information and determined whether it does or does not demonstrate that the developer engaged in any activity posing this risk (and if it has, the actions it took to eliminate the danger).

Report to Board and Officers. The bill requires the large frontier developer, by May 1, 2027, and every three months after, to prepare and submit a quarterly report to its officers and directors disclosing (1) all information that was anonymously reported to the developer during the most recently completed quarter, and (2) the investigation status and any actions the developer has taken in response to the reported information. But if any report submitted to a developer alleges wrongdoing by an officer or director, the developer must not submit this quarterly report to that person.

Notice Requirement

The bill requires each frontier developer to notify its employees about the rights and responsibilities of frontier developers and their employees under this provision. A developer may do this by:

1. always displaying the notice in each workplace the developer maintains in the state, giving the notice to each newly hired employee, and annually giving the notice to each employee who works remotely; or
2. annually giving the notice to each employee and ensuring he or she receives it and acknowledges its receipt.

The bill allows the DCP commissioner to (1) adopt regulations to

implement these provisions and (2) impose a civil penalty of up to \$1,000 for each violation of these provisions. The commissioner may request the attorney general bring an action in Hartford Superior Court to collect the civil penalty and for any injunctive or equitable relief. The bill prohibits any granted injunctive or equitable relief from being stayed pending appeal.

In any prevailing action brought by the attorney general to enforce these provisions, the state is entitled to recover the costs of investigation, expert witness fees, costs of the action, and reasonable attorneys' fees. The remedies and penalties are cumulative and in addition to any other remedies and penalties available at law or in equity.

§ 3 — AI REGULATORY SANDBOX

Requires the DECD commissioner, in consultation with various commissioners, to develop a plan to create an AI regulatory sandbox program

The bill requires the Department of Economic and Community Development (DECD) commissioner, in consultation with the banking, administrative services, public health, and insurance commissioners, to develop a plan to establish an AI regulatory sandbox program.

The program must allow an applicant to temporarily test an innovative product or service on a limited basis under reduced licensure, regulatory, and other legal requirements than may otherwise be required under state law. The plan must be developed to establish a competitive business environment in the state for developing and deploying AI technologies relative to other jurisdictions.

The DECD commissioner, by January 1, 2028, must submit recommendations to the governor and the Banking, Commerce, Insurance and Real Estate, and Public Health committees for any legislation needed to implement the plan.

EFFECTIVE DATE: July 1, 2027

§§ 4-6 — AI COMPANION

Requires an AI companion operator to (1) include a protocol to make reasonable efforts to detect and address any user expression indicating a risk of suicide, self-harm, or imminent

violence and (2) give a clear and conspicuous audible or written notice to a user disclosing that the user is communicating with an AI companion; prohibits operators from providing an AI companion to minors if the companion is capable of certain actions (for example, encouraging self-harm, discouraging seeking help, and offering certain mental health services); requires the attorney general to enforce these provisions

Protocols

The bill requires an AI companion operator to include a protocol to take reasonable efforts to detect and address any user expression indicating a risk of suicide, self-harm, or imminent violence, before providing an AI companion to a user or operating one for a user.

Under the bill, an “AI companion” is any AI model that (1) communicates with people in natural language, and (2) simulates human conversation and interaction through text, audio, or video. It does not include any machine-based system that:

1. a business entity uses only (a) for internal purposes or for customer service or employee productivity, or (b) to give users information about commercial services or products the business offers, customer service account information, or other information strictly related to customer service; or
2. is primarily designed to provide (and marketed for) efficiency improvements, research assistance, or technical assistance.

Under the bill, the protocol must require that if the companion detects an expression showing a risk of suicide, self-harm, or imminent violence, it must refer the user to appropriate mental health evaluation and treatment resources, including the 9-8-8 National Suicide Prevention Lifeline.

Notice

The bill requires operators to provide a clear and conspicuous audible or written notice to a user disclosing that the user is communicating with an AI companion and not another person. The operator must give the notice (1) at the beginning of each daily interaction, and (2) at least hourly during any continuous interaction.

Prohibited Companion Capabilities for Use by Minor

The bill prohibits operators from providing an AI companion to a minor, or operating a companion for a minor, if it is reasonably foreseeable that the companion is capable of:

1. encouraging the user to engage in self-harm, suicidal ideation, violence, disordered eating, or the unlawful use of alcohol or drugs;
2. discouraging the user from seeking (a) mental health services from a licensed mental health professional, or (b) assistance from an appropriate adult;
3. encouraging the user to harm others or engage in illegal activity;
4. engaging in romantic, erotic, or sexually explicit interaction with the user;
5. prioritizing validating the user's beliefs, preferences, or desires over factual accuracy or the user's safety;
6. implementing a system of rewards or affirmations for the user based on a variable ratio or variable interval reinforcement schedule to maximize the user's engagement time with the companion;
7. optimizing user engagement in a way that supersedes the bill's prohibitions; or
8. offering mental health services to the user.

The bill's prohibition on offering mental health services does not apply when:

1. the companion is designed to deliver these services;
2. the developers have robust, independent, and peer-reviewed clinical trial data demonstrating the companion's safety and efficacy in treating specific conditions and populations, and have

-
- established clear lines of accountability to address any harms the companion caused;
3. the functions and limitations of, and data privacy policies applicable to, the companion are readily accessible to the user and his or her treating licensed mental health professional;
 4. the companion (a) displays to the user, in a clear and conspicuous way at the beginning of each interaction, a statement disclosing that the companion is not a licensed mental health professional, and (b) is not marketed or designated as a substitute for one; and
 5. a licensed mental health professional (a) has assessed the user's suitability to interact with the companion, (b) instructed the user to interact with the companion as part of a comprehensive treatment plan, and (c) supervises the user's interaction with the companion and the interaction's impact on the user.

Penalties

The bill requires the attorney general to enforce these AI companion provisions and allows him to institute a civil action in the Superior Court in the state's name against an operator to address violations. The court may assess a civil penalty of up to (1) \$15,000 per day for each violation of the protocol or notice provisions and (2) \$25,000 for each violation of the minor-focused provisions. The court may order any declaratory, injunctive, or other equitable relief it deems appropriate.

For violations of the minor-focused provisions, an aggrieved user, or the user's parent or legal guardian, may start a civil action in Superior Court for actual and punitive damages and declaratory, injunctive, or other equitable relief as the court deems appropriate. The court may award to the user, or the user's parent or legal guardian, costs, and reasonable attorney's fees. The bill sets the statute of limitations for these actions to three years after the violation.

For the minor-focused provisions, the prohibitions do not apply if the operator reasonably determined beforehand that the user was at least

age 18.

EFFECTIVE DATE: January 1, 2027

§§ 7-14 — AUTOMATED EMPLOYMENT-RELATED DECISIONS

Requires those who use an automated decision process in making an employment-related decision to give certain disclosures and a written notice with certain information, with different requirements for adverse decisions; prohibits an employer from using such an automated process in a way that causes the employer to discriminate against someone based on certain traits (for example, race, religion, or gender identity)

The bill sets various requirements for using automated employment-related decision systems, including requiring those who use these processes as a substantial factor in making employment-related decisions to give a written notice with certain disclosures, with additional requirements for adverse decisions.

Disclosure (§ 9)

Starting on October 1, 2027, the bill generally requires businesses who use automated employment-related decision processes intended to interact with employees or applicants for employment in the state (“deployers”) to disclose to employees or applicants that they are interacting with the automated process.

The disclosure must be in plain language and describe the general nature of each such process the deployer has used to interact with the employee or applicant. A disclosure is not required when a reasonable person would find it obvious that he or she is interacting with an automated employment-related decision process.

Under the bill, an “automated employment-related decision process” means a computational process that generates any output (including any constraint, rank, score, recommendation, or classification) that affects an employment-related decision outcome, that is not a de minimis (trivial) factor. It includes a computational process that uses a computer-based assessment or test to do the following related to an employee or applicant for employment:

1. make a predictive assessment;

2. measure the skills, dexterity, reaction time, or any other ability or characteristic;
3. measure the personality traits, aptitude, attitude, or cultural fit; or
4. screen, evaluate, categorize, or make a recommendation.

It also includes a computational process that (1) directs job advertisements or other recruiting materials to targeted groups; (2) screens resumes for particular terms or patterns; (3) analyzes a facial expression, word choice, or voice captured during an online interview; or (4) analyzes data from third parties about an employee or applicant.

A process does not include (1) software or technology that does not make an employment-related decision (such as word processing, data storage, or anti-virus software) or (2) any system or service used in an incidental way to make an employment-related decision.

An “employment-related decision” is any decision, made based on any person’s personal data, to recruit, hire, promote, discipline, or discharge the person, to renew their employment, to select them for any training or apprenticeship, or related to their tenure or terms, privileges, or conditions of employment.

It does not include decisions (1) that result in any minor change in the person’s job tasks, work responsibilities, hours, or work assignments, or (2) on workplace health and safety, scheduling and planning, or productivity monitoring.

Deployer Written Notice (§§ 10 & 11)

The bill generally requires a deployer who, on or after October 1, 2027, uses an automated employment-related decision process to generate any output to make, or as a substantial factor in making, an employment-related decision to give certain notices, with additional requirements if it is an adverse decision. The notice must be made before the decision.

If the decision is not adverse, the written notice must disclose:

1. that the deployer used an automated employment-related decision process;
2. the purpose of the process and the nature of the employment-related decision;
3. information on the person's right under the Connecticut Data Privacy Act (CTDPA) to opt-out of the processing of personal data; and
4. the deployer's contact information.

Adverse Decision. Under the bill, for adverse decisions, the notice must include a high-level statement disclosing the principal reasons for the decision, including how much and how the automated process output contributed to the decision, and the type and source of data processed in generating the output.

Deployers must give the statement:

1. directly to the employee or applicant;
2. in plain language;
3. in all languages the deployer, in the ordinary course of business, uses for contracts, disclaimers, sales announcements, and other information to people in the state; and
4. in a format that is accessible to people with disabilities.

If the generated output was based on any personal data that the employee or applicant did not provide, the bill gives them an opportunity to examine the data and make corrections.

Developer Assumption of Deployer's Duties (§ 8)

Under the bill, a developer of these processes that are used in the state on or after October 1, 2027, must generally give the deployer all the

information the deployer needs to perform its duties under the bill.

The bill allows a developer to contract with a deployer to assume the deployer's duties to make the required disclosures and written notices (see above). The contract must be binding and clearly state which duties the developer has assumed.

Trade Secret or Protected Information (§ 12)

The bill specifies that these employment provisions do not require any person to disclose any information that is a trade secret or otherwise protected from disclosure under state or federal law. If a person withholds any information for this reason, he or she must send a notice to the employee or applicant disclosing (1) that the person is withholding the information and (2) the reason why.

Violations (§ 13)

Under the bill, any violation of the automated employment-related decision system provisions described above are deemed a CUTPA violation solely enforced by the attorney general (and not by a private right of action or class action).

The attorney general may, before initiating any action, issue a notice of violation to the person who committed the violation, if he determines it is possible to cure it. If the person fails to cure the violation within 60 days of receiving the notice, the attorney general must then bring an action.

Discriminatory Practices (§ 14)

The bill prohibits employers or their agents from using an automated employment-related decision process in a way that has the effect of causing the employer to refuse to hire or employ someone or to fire or discriminate against him or her based on certain traits or statuses (for example, race, age, religion, gender identity, or disability).

The bill requires the court or Commission on Human Rights and Opportunities (CHRO), when determining whether a discriminatory practice occurred, to consider any evidence, or lack of evidence, of anti-

bias testing or similar proactive efforts to avoid the discriminatory practice, including the quality, efficacy, recency, and scope of the testing or efforts, their results, and the response to them.

Under the bill, it is also a discriminatory practice for an employer or its agent to fail to give any person advance written notice at least disclosing that an automated employment-related decision process will be used to make, help make, or in the course of making a decision on hiring, employing, firing, compensating, or setting employment terms, conditions, or privileges for the person.

The notice must disclose the trade name of the automated process and the types and sources of personal information about the person that the automated process will process or analyze.

By making these discriminatory practices under the CHRO laws, the bill allows CHRO or people aggrieved by these violations to file a complaint with CHRO alleging discrimination.

§ 15 — SYNTHETIC DIGITAL CONTENT

Generally imposes requirements on AI developers of models that can generate synthetic digital content

The bill generally requires, beginning October 1, 2027, developers of an AI system or general-purpose AI model that is capable of generating synthetic digital content to take certain steps to mark them as such. “Synthetic digital content” is any digital content produced or manipulated by AI, including any audio, image, text, or video.

Developers must ensure that the AI system’s or model’s outputs are marked and detectable as synthetic digital content (1) before consumers who did not create the outputs first interact with, or are exposed to, the outputs, and (2) in a way that (a) is detectable by consumers, and (b) complies with any applicable accessibility requirements.

Under the bill, as far as technically feasible and consistent with any nationally or internationally recognized technical standards, developers must ensure that their technical solutions are effective, interoperable,

robust, and reliable, considering the (1) specificities and limitations of different types of synthetic digital content, (2) implementation costs, and (3) generally acknowledged state of the art.

These provisions do not apply to:

1. any synthetic digital content that is (a) exclusively text, (b) published to inform the public on any matter of public interest, or (c) unlikely to mislead a reasonable person reading it; or
2. the extent that any system or model (a) performs an assistive function for standard editing, (b) does not substantially alter the input data the developer provides or what it means, or (c) is used to detect, prevent, investigate, or prosecute any crime where authorized by law.

Under the bill, if the synthetic digital content is in an audio, image, or video format and is part of an artistic, satirical, or fictional work, the required disclosure is limited to a disclosure that does not hinder the display or enjoyment of the work.

§§ 16 & 17 — STATE EMPLOYEE COLLECTIVE BARGAINING AGREEMENT AND AI USE

Prohibits AI technology from being used by or on behalf of the state as an employer during the term of a collective bargaining agreement, to modify or impair, among other things, the agreement in any way (such as reducing wages and fringe benefits or assuming the employee's duties and functions)

The bill prohibits the state (for example, the executive and judicial branches) from using or having AI technology used on their behalf in specified ways during the term of a collective bargaining agreement between the state and a state employee union. The bill specifies that AI technology must not be used to modify or impair the:

1. agreement in any way, including by modifying or impairing the rights, benefits, and privileges given to the bargaining unit's employee members by (a) reducing employee wages, fringe benefits, or non-overtime hours, or (b) assuming employee duties

and functions;

2. designated employee organization's role as the bargaining unit's exclusive representative for the purposes of the agreement; or
3. relationship between the employer and the designated employee organization with respect to the agreement.

§ 18 — CONNECTICUT ACADEMY OF SCIENCE AND ENGINEERING (CASE) LIAISON

Allows four legislative leaders to request CASE members to serve as a liaison between the academy and state government; requires liaisons to serve certain purposes, such as evaluating the adoption of AI systems by businesses

The bill allows any of the four legislative leaders (the House speaker, the Senate president pro tempore, and the House and Senate minority leaders) to request that the Connecticut Academy of Science and Engineering (CASE) executive director designate a fellow CASE selects to serve as the leader's liaison with the academy, the attorney general's office, and DECD. The liaison's purpose is to:

1. evaluate (a) the adoption of AI systems by businesses; (b) the challenges posed to, and needs of, businesses in adopting these systems and understanding laws and regulations on them; and (c) how businesses that use AI systems hire employees with needed skills;
2. create a plan for the state to provide high-performance computing services to businesses and researchers in Connecticut;
3. evaluate the benefits of creating a state-wide research collaborative among health care providers to enable the development of advanced analytics, ethical and trustworthy AI systems, and hands-on workforce education while protecting patient privacy;
4. evaluate and make recommendations on (a) establishing testbeds to support safeguards and systems to prevent misusing AI systems; (b) risk assessments for AI misuse; (c) evaluation

- strategies for AI systems; and (d) developing, testing, and evaluating resources to support state oversight of AI systems;
5. develop a plan to design or identify an algorithmic computer model for simulating and assessing various public policy decisions or proposed decisions and their actual or potential effects; and
 6. develop a plan to establish a technology transfer program (a) for supporting commercialization of new ideas and research among Connecticut public and private higher education institutions and (b) by working with relevant public and private organizations, including DECD, UConn, and a statewide consortium of Connecticut public and private entities, including higher education institutions, designed to advance the development, application, and impact of AI across the state, to assess whether UConn can support technology commercialization at other higher education institutions in the state.

The bill prohibits any CASE-designated fellow from being deemed a state employee or receiving any compensation from the state for performing these duties.

The bill requires these CASE fellows to submit a report on their work to the Commerce and General Law committees by January 1, 2027.

EFFECTIVE DATE: Upon passage

§§ 19 & 21-24 — CONNECTICUT AI ACADEMY

Requires BOR to establish a “Connecticut AI Academy” to curate and offer online courses on AI and its responsible use; requires DOL, SOTS, DOH, and the early childhood commissioner to give certain information about the academy to specific people and businesses

AI Academy (§ 19)

The bill requires the Board of Regents for Higher Education (BOR) to establish a “Connecticut AI Academy” to offer online courses on AI. It must do this by December 31, 2026, on behalf of Charter Oak State College and in consultation with the Department of Labor (DOL), the

State Board of Education, workforce investment boards, employers, and in-state higher education institutions. The academy must:

1. curate and offer online courses on AI and its responsible use;
2. promote digital literacy;
3. prepare students for careers in fields involving AI;
4. offer courses and resources directed at people between ages 13 and 20;
5. offer courses and resources that prepare small businesses and nonprofit organizations to use AI to improve marketing and management efficiency;
6. develop courses on AI that DOL and workforce investment boards may incorporate into workforce training programs;
7. develop and offer courses for primary and secondary school teachers and administrators (a) on the appropriate use of AI in classrooms, (b) instructing the teachers on how to use AI, and (c) informing teachers how to instruct students to use AI;
8. enable people providing free or discounted public Internet access to distribute information and provide mentorship on (a) AI, (b) the academy, and (c) how the public can get free or discounted devices capable of accessing the Internet and using AI; and
9. develop a course to develop durable skills based on the Business-Higher Education Forum's guidance on essential skills for the AI economy.

BOR must, in consultation with Charter Oak State College, develop certificates and badges to be awarded to people who successfully complete courses the academy offers.

EFFECTIVE DATE: July 1, 2026

Unemployment (§ 21)

The bill requires DOL, as the DOL commissioner directs, to give anyone making a claim for unemployment compensation a notice about the courses and services the Connecticut AI Academy offers.

EFFECTIVE DATE: January 1, 2027

Secretary of the State (§ 22)

The bill requires the secretary of the state (SOTS), within available appropriations and in collaboration with Charter Oak State College, to use communication methods SOTS uses with small businesses to spread information on the Connecticut AI Academy's courses that prepare small businesses to use AI to improve marketing and management efficiency.

EFFECTIVE DATE: January 1, 2027

Department of Housing (§ 23)

The bill requires the Department of Housing (DOH), within available appropriations, to work with housing authorities and other relevant housing providers to ensure that residents are aware of the Connecticut AI Academy courses and services.

EFFECTIVE DATE: January 1, 2027

Connecticut Home Visiting System (§ 24)

By law, the early childhood commissioner must establish the structure for a statewide home visiting system that shows the benefits of preventive services by significantly reducing the abuse and neglect of infants and young children and includes home outreach with families identified as high-risk. Under the bill, the commissioner must ensure that all home visiting programs give parents information about the Connecticut AI Academy.

EFFECTIVE DATE: January 1, 2027

§ 20 — AI WORKING GROUP

Establishes a working group within the Legislative Department to engage stakeholders and experts to make recommendations on certain AI-related issues; requires the group to report by February 1, 2027

The bill establishes a working group to engage stakeholders and experts to make recommendations on:

1. the best practices to avoid the negative impacts, and to maximize the positive impacts, on services and state employees in connection with implementing new digital technologies, including AI;
2. collecting reports, recommendations, and plans from state agencies on AI implementation, and assessing these against the best practices; and
3. any other matters the working group deems relevant for avoiding the negative impacts and maximizing the positive impacts.

The working group must also:

1. make recommendations on ways to create resources to help small businesses adopt AI to improve their efficiency and operations;
2. make recommendations and develop proposals to create a technology court for adjudicating AI, data privacy, and other technology-related issues;
3. propose legislation to (a) regulate the use of general-purpose AI models and (b) require social media platforms to provide a signal when they are displaying synthetic digital content;
4. propose other legislation on AI after reviewing other states' enacted and proposed AI laws and regulations;
5. develop an outreach plan to bridge the digital divide and provide workforce training to people without high-speed Internet access;

6. evaluate and make recommendations on (a) establishing testbeds to support safeguards and systems to prevent AI misuse; (b) assessing risk for AI misuse; (c) evaluating AI strategies; and (d) developing, testing, and evaluating resources to support state oversight of AI;
7. review the protections for trade secrets and other proprietary information under existing state law and make recommendations on these protections;
8. make recommendations for the establishment and membership of a permanent AI advisory council; and
9. make other recommendations on AI as the working group deems appropriate.

For the working group, a “general-purpose AI model” is a model used by an AI system that displays significant generality, is capable of competently performing a wide range of distinct tasks, and can be integrated into a variety of downstream applications or systems, but is not an AI model used for developing, prototyping, and researching activities before the model is released to the market.

Voting Members

Under the bill, the working group must be within the Legislative Department. Its membership is generally similar to the AI Working Group established in PA 23-16. The table below shows the working group’s voting members. All voting members must have professional experience or academic qualifications in AI, automated systems, government policy, or another related field.

Table: Working Group Voting Member Appointments and Qualifications

<i>Appointing Authority</i>	<i>Member Qualifications</i>
House speaker	Representative of industries developing AI
Senate president pro tempore	Representative of industries using AI
House majority leader	Academic with a concentration in the study of technology and technology policy
Senate majority leader	Academic with a concentration in the study

Appointing Authority	Member Qualifications
	of government and public policy
House minority leader	Representative of an industry association for industries developing AI
Senate minority leader	Representative of an industry association for industries using AI
General Law Committee chairpersons (one appointment each)	Not specified
General Law Committee ranking members (one appointment each)	Representatives of the AI industry or related industry
Labor Committee chairpersons (one appointment each)	Representatives of a labor organization
Labor Committee ranking members (one appointment each)	Representatives of small businesses
Governor (two appointments)	Two CASE members

The bill requires appointing authorities to make initial appointments by July 31, 2026, and fill any vacancies. Any working group action must be taken by a majority vote of all voting members present, and no action may be taken unless at least 50% of voting members are present.

Non-Voting Ex-Officio Members

The working group also includes the General Law and Labor and Public Employees committees' chairpersons as nonvoting ex-officio members, and the following nonvoting ex-officio members, or their designees:

1. attorney general;
2. state comptroller;
3. state treasurer;
4. Department of Administrative Services (DAS) commissioner;
5. chief data officer;
6. Freedom of Information Commission executive director;
7. Commission on Women, Children, Seniors, Equity and Opportunity executive director;

8. chief court administrator; and
9. CASE executive director.

Chairpersons and Meetings

The bill makes the General Law Committee chairpersons and the CASE executive director the working group's chairpersons. They must schedule and hold the group's first meeting by August 31, 2026.

The bill requires the General Law Committee's administrative staff to serve as the working group's administrative staff.

Report

The bill requires the working group to submit a report on its findings and recommendations to the General Law Committee by February 1, 2027. The working group ends on that date or when it submits the report, whichever is later.

EFFECTIVE DATE: July 1, 2026

§ 25 — CONNECTICUT TECHNOLOGY ADVISORY BOARD

Establishes a Connecticut Technology Advisory Board within the Legislative Department to develop and adopt a state technology strategy to promote education, workforce development, economic development, and consumer protection, among other things

Board Membership and Administration

The bill establishes, within available appropriations, a 12-member Connecticut Technology Advisory Board within the Legislative Department. The House speaker, Senate president pro tempore, and House and Senate minority leaders each must appoint two voting members to the board who are not state legislators. These appointees must have professional experience or academic qualifications in the AI or technology fields or a related field.

All initial appointments must be made by October 1, 2026. Each appointed member's term must coincide with the appointing authority's term and the appointing authority must fill any vacancy. Any vacancy occurring other than by term expiration must be filled for the rest of the unexpired term, and board members may serve more than

one term.

Additionally, the following individuals serve as non-voting members and the board's chairpersons: the (1) DECD commissioner, CASE executive director, and Charter Oak State College president, or their designees, and (2) someone the Senate majority leader appoints who represents a statewide consortium of Connecticut public and private entities, including higher education institutions, designed to advance the development, application, and impact of AI across the state. The chairpersons must schedule and hold the first meeting by November 1, 2026. The board must meet at least twice annually, but may meet other times as the chairpersons or a majority of the voting board members deem necessary.

The General Law and Government Administration and Elections committees' administrative staffs must serve as the board's administrative staff.

Board Powers and Duties

Under the bill, the board has the following powers and duties:

1. to develop and adopt a state technology strategy (a) to promote education, workforce development, economic development, and consumer protection, and (b) that accounts for the rapid pace of technological development, including in the AI field;
2. to update that strategy at least once every two years;
3. to issue reports and recommendations;
4. upon the majority vote of voting board members, to request any state agency data officer or state agency head to (a) appear before the board to answer questions or (b) provide assistance and data as needed for the board to carry out its duties;
5. to make recommendations to the legislative, executive, or judicial departments in line with the state technology strategy; and

6. to establish bylaws to govern the board's procedures.

EFFECTIVE DATE: July 1, 2026

§ 26 — COMPUTER SCIENCE EDUCATION AND WORKFORCE DEVELOPMENT ACCOUNT

Expands the purposes of the "computer science education account" to allow SDE to make expenditures to support workforce development initiatives

The bill expands the purposes of the "computer science education account" and renames it the "computer science education and workforce development account." It allows the State Department of Education (SDE) to use the account funds, in coordination with the Office of Workforce Strategy and BOR, to support workforce development initiatives in line with the state technology strategy the Connecticut Technology Advisory Board develops and adopts.

As under current law, the account is a separate, nonlapsing account, and SDE can also use it in various ways to support computer science education.

EFFECTIVE DATE: July 1, 2026

§§ 27 & 28 — TECHNOLOGY TALENT AND INNOVATION FUND ADVISORY COMMITTEE

Repurposes the "Technology Talent Advisory Committee" to develop programs to expand the state's technology talent pipeline in the fields of AI and quantum computing

The bill repurposes the "Technology Talent Advisory Committee," which is within DECD, and renames it the "Technology Talent and Innovation Fund Advisory Committee."

Under current law, the committee must (1) calculate certain statistics on the number of state residents in technology-related fields and (2) develop pilot programs for recruiting software developers and training state residents in software development and other topics. It also may develop other related programs (such as marketing campaigns).

The bill eliminates these provisions and instead allows the committee to partner with higher education institutions and other nonprofit

organizations to develop programs to expand the state’s technology talent pipeline, including in the fields of AI and quantum computing.

By July 1, 2027, the bill requires the committee to partner with Connecticut public and private higher education institutions and other training providers to develop programs in the AI field, including in areas such as prompt engineering (the process of guiding a generative AI system to generate a desired output), AI marketing for small businesses, and AI for small business operations. Under the bill, generative AI is any form of AI, including a foundation model, that can produce synthetic digital content.

As under existing law, the DECD commissioner determines the committee’s size and appoints the members, which must at least include representatives of UConn, BOR, independent institutions of higher education, the Office of Workforce Strategy, and private industry. The committee (1) designates its chairperson from among the members and (2) must meet at least quarterly and at other times the chairperson deems necessary.

The bill also makes technical and conforming changes.

EFFECTIVE DATE: July 1, 2026

§ 29 — LAYOFF NOTICES

Requires each employer that serves notice before plant closings and mass layoffs to disclose whether the layoffs are related to the employer’s use of AI or another technological change

Under the bill, each employer that serves written notice on the state labor department under the federal law requiring notice before plant closings and mass layoffs (29 U.S.C. § 2102(a)) must disclose to the department whether the layoffs are related to the employer’s use of AI or another technological change.

§ 30 — TEACHER CERTIFICATION PREPARATION PROGRAM

Specifically allows teacher certification preparation programs to include instruction on responsible use of emerging technologies

Existing law requires teacher certification preparation programs to include computer science instruction as part of the curriculum. The bill

specifies this may include instruction in topics such as the responsible use of emerging technologies.

EFFECTIVE DATE: July 1, 2026

§ 31 — PROGRAM TO BOLSTER AI COOPERATION

Requires DECD, within existing appropriations, to develop and implement a program to bolster AI cooperation within the state

The bill requires DECD, by January 1, 2027, and within existing appropriations, to develop and implement a program to bolster AI cooperation within the state. DECD must do so after consulting with an alliance representing the majority of Connecticut's public and private higher education institutions about research coordination, workforce development, and partnerships on AI. The program must:

1. at least annually, convene a research symposium to present and highlight AI research in the state;
2. at least quarterly, convene a meeting of academic, industry, and public institutions to identify the state's workforce, skill, and programmatic needs related to AI;
3. include a talent-matching program that (a) matches students with industry-led projects in the AI field, including projects focused on state and municipal AI use, and (b) implements an AI talent pipeline;
4. at least annually, (a) hold a competition that is open to the public (including students) that requires participants to use AI to help solve challenges state agencies identify, and (b) within 60 days after the competition, prepare a report disclosing potential solutions to, and best practices to address, the challenges and submit the report to the DECD commissioner and the General Law Committee;
5. foster connections between technology transfer programs at Connecticut public and private higher education institutions;

6. create a plan to give researchers and students shared access to high-performance computing; and
7. collaborate with various industry partners to offer (a) coursework for workers on AI-related concepts, including coursework to improve workers' AI-related skills, and (b) programs to educate Connecticut residents on AI-related concepts, with a special focus on small and medium-sized businesses.

EFFECTIVE DATE: Upon passage

§ 32 — ECONOMIC DEVELOPMENT STRATEGIC PLAN

Requires the DECD commissioner, for strategic plans developed on or after July 1, 2026, to consult CASE and consider and include plans to foster innovation in areas such as advanced manufacturing, AI, and quantum computing

Existing law requires the DECD commissioner to prepare an economic development strategic plan for the state every four years after consulting with various state entities and quasi-public organizations. In developing the plan, the commissioner must consult certain entities and stakeholders, consider certain plans, and include certain analyses or reviews of specific topics.

The bill requires the commissioner, for strategic plans developed on or after July 1, 2026, to consult with CASE and consider plans to foster innovation in advanced manufacturing, AI, quantum computing, robotics, and other emerging technologies. It also requires the plan to include a strategic technology plan for similar purposes and have an analysis of how the strategic technology plan will promote economic growth and development in the state.

EFFECTIVE DATE: Upon passage

§ 33 — AI WORKFORCE RESEARCH HUB

Requires the DOL commissioner, within existing appropriations, to establish an AI Workforce Research Hub to track and research AI's impact on the state's workforce and produce recurring analyses on AI's impact

The bill requires the DOL commissioner, by July 1, 2026, and within

existing appropriations, to establish an AI Workforce Research Hub within the department to:

1. track AI's impact on the state's workforce;
2. conduct research to evaluate that impact, including the experiences of those in the state's workforce whose employment has been impacted by AI; and
3. produce recurring analyses, conduct scenario planning for a range of potential AI impact levels, and generate actionable insights to inform policy for training programs to mitigate any adverse impact of AI on employment in the state.

Starting by October 1, 2026, the commissioner must annually prepare a report, detailing the impact, research, analyses, planning, and insights described above and submit it to the Appropriations, General Law, and Labor committees.

EFFECTIVE DATE: Upon passage

§§ 34 & 35 — OFFICE OF WORKFORCE STRATEGY

Requires the chief workforce officer to develop, implement, and promote programs to improve the state workforce's AI-related skills and a plan to create related apprenticeships

By law, the Office of Workforce Strategy is led by the chief workforce officer, who is the principal advisor to the governor on workforce development policy, strategy, and coordination. The chief workforce officer must have knowledge of publicly funded workforce training programs and have the training and experience to carry out certain statutory duties. The bill requires her to develop, implement, and promote programs to improve the skills of the state's workforce in relation to AI and a plan to create apprenticeships for technologists in the AI field.

EFFECTIVE DATE: Upon passage

§ 36 — AI PROGRAM TO ENHANCE HEALTH OUTCOMES

Requires OHS, in consultation with others and within available appropriations, to create a program to use AI to enhance health outcomes for Connecticut residents

By July 1, 2026, the bill requires the Office of Health Strategy (OHS), in consultation with the Department of Public Health (DPH), DECD, and DAS and within existing appropriations, to create a program to use AI to enhance health outcomes for Connecticut residents. As part of the program, the office must work with the statewide health information exchange to provide private health data, after removing all personally identifying information from it, to researchers to pilot systems incorporating AI.

The bill also requires OHS, at least annually and in collaboration with Connecticut medical schools and an alliance representing the majority of Connecticut's public and private higher education institutions relating to research coordination, workforce development, and partnerships with industry relating to AI, to (1) hold a competition that is open to the public (including students) and is focused on AI use cases in health care, and (2) within 60 days after it, report the competition results to the OHS, DPH, DECD, and DAS commissioners and the General Law and Public Health committees.

EFFECTIVE DATE: Upon passage

§ 37 — SAFE HARBOR PROGRAM

Allows AI users to use a safe harbor program that provides them (1) certain legal protections from the CTDPA and CUTPA if they comply with program guidelines and (2) an opportunity to cure; requires applicants to give DCP certain explanations and proposed program guidelines for approval and public comment; requires safe harbor programs to annually submit a report to DCP with certain information on the program, its users, and complaints

The bill allows an AI user (individual or entity using AI in trade or commerce in the state) to submit to DCP, in a way the commissioner sets, an application for approval of a proposed safe harbor program, which may be administered by a third party. Safe harbor programs give users (1) certain legal protections relating to the CTDPA and CUTPA if they comply with program guidelines and (2) an opportunity to cure.

Application Requirements

The submitted application must include:

1. an explanation of the applicant user's business model, and the technological capabilities and mechanisms that will be used to assess each AI user's fitness to participate in the proposed safe harbor program;
2. proposed guidelines for the participant AI users in the program;
3. the applicant user's commentary on the proposed guidelines, if any;
4. to the extent applicable to participant users, (a) a comparison of each proposed guideline provision and the corresponding CTDPA or CUTPA provision, if any, and (b) an explanation of how the proposed guidelines and the assessment mechanisms to be used by the proposed program satisfy the CTDPA or CUTPA requirements;
5. any information the commissioner requires to determine that (a) the applicant complies with the CTDPA or CUTPA, to the extent applicable to the AI user, and (b) the proposed safe harbor program will include an independent assessment mechanism that is mandatory, effective, and capable of determining whether a participating user complies with the proposed guidelines, and that provides for a comprehensive review at least once a year of all participating users' policies, practices, and representations about information privacy and security; and that the program will take disciplinary action against any participating user that fails to comply with the guidelines;
6. the proposed safe harbor program's website address; and
7. any other information the commissioner requires for the purposes of the program.

Public Comment and Decision Timeframe

The bill requires the DCP commissioner or his designee, within

1. five days after receiving an application, to publish an invitation for public comment on the department's website; and
2. 180 days after receiving the application, to issue a written decision, in a way the commissioner sets, approving or denying the application and to send a copy of the decision to the applicant.

The commissioner may revoke any approval if he determines that the approved guidelines do not, or their implementation does not, meet the bill's requirements.

Amending Approved Program

The bill allows an approved safe harbor program to amend the approved guidelines for participating AI users, if the program submits to DCP the amended guidelines and an explanation of how they differ from the approved ones and the commissioner, or his designee, approves the amended guidelines under the same procedure as for initial guidelines.

CTDPA and CUTPA Compliance

Regardless of any other state law, an AI user participating in an approved safe harbor program is deemed compliant with the CTDPA and CUTPA if the user complies with the approved program guidelines. The CTDPA establishes a framework for controlling and processing personal data and provides consumers certain rights; CUTPA prohibits businesses from engaging in unfair and deceptive acts or practices.

When considering whether to initiate an investigation or enforcement action against a participating user for a CTDPA or CUTPA violation, the commissioner must consider (1) the user's participation history in the approved safe harbor program; (2) whether the user has taken any action to cure the violation; and (3) whether the violation resulted in any disciplinary action required under the proposed guidelines.

Regardless of the CTDPA or CUTPA, if a participating AI user is alleged to have violated those laws, the user must have at least 10 days to cure the violation. The commissioner is prohibited from taking any

enforcement action against the user during this period if the safe harbor program certified that the user complies with the program's approved guidelines.

Safe Harbor Program Requirements

The bill requires each safe harbor program to:

1. post, in a prominent and publicly accessible location on the program's website, a list identifying each participating AI user and update the list at least once every six months to ensure that it remains accurate;
2. promptly respond to any request it receives from the commissioner, or his designee, seeking information on the program; and
3. maintain for at least three years records of each consumer complaint the program receives about any alleged violation of the approved guidelines by a user, any disciplinary action taken against the user, and the results of each independent assessment, and make these records available to the commissioner, or his designee, in a way the commissioner sets.

Reporting

Starting by October 15, 2027, the bill requires each approved safe harbor program to annually submit a report to DCP, in a way the commissioner sets, that includes the following for the 12-month period ending on September 30:

1. the identity of each AI user that participated or discontinued participation in the program,
2. a description of the program's business model,
3. a description of any additional services the program provided to participating users, including any training,
4. a copy of any consumer complaints the program received

concerning guideline violations,

5. a summary of the results of all independent assessments done as part of the independent assessment mechanism,
6. a description of each disciplinary action taken against a participating AI user for violating the guidelines, and
7. a description of the process used to determine whether a participating user was the subject of any disciplinary action.

Starting by October 1, 2029, the bill also requires each approved safe harbor program to report to DCP every three years, in a way the commissioner sets, on the program's technological capabilities and the program's method to assess an AI user's fitness to participate in it.

BACKGROUND

Related Bills

sSB 4, §§ 13 & 14, favorably reported by the General Law Committee, gives consumers the right to be informed whether a profiling decision used personal data from a third party in processing an employment denial and to correct any inaccuracies.

sSB 86, favorably reported by the General Law Committee, has an identical regulatory sandbox provision and a similar provision on AI companion chatbots.

SB 417, favorably reported by the Commerce Committee, requires DECD to develop a plan to establish an AI small business program to, among other things, incentivize small businesses to adopt and deploy AI to achieve improvements in productivity and quality of products and services.

sSB 435, favorably reported by the Labor and Public Employees Committee, sets limitations and requirements for using an automated employment-related decision process. It also makes various changes related to AI, including making the use of AI a subject of collective bargaining for public sector employees.

sHB 5497, favorably reported by the Labor and Public Employees Committee, establishes a task force to study the effects of AI on the trades industry, such as in job displacement and the Technical and Education Career System’s AI coursework and curriculum.

CUTPA

By law, CUTPA prohibits businesses from engaging in unfair and deceptive acts or practices. It allows the DCP commissioner, under specified procedures, to issue regulations defining an unfair trade practice, investigate complaints, issue cease and desist orders, order restitution in cases involving less than \$10,000, impose civil penalties of up to \$5,000, enter into consent agreements, ask the attorney general to seek injunctive relief, and accept voluntary statements of compliance. It also allows individuals to sue. Courts may issue restraining orders; award actual and punitive damages, costs, and reasonable attorney’s fees; and impose civil penalties of up to \$5,000 for willful violations and up to \$25,000 for a restraining order violation.

COMMITTEE ACTION

General Law Committee

Joint Favorable Substitute

Yea 21 Nay 0 (03/16/2026)